



HIGLEY UNIFIED SCHOOL DISTRICT
2935 South Recker Road, Gilbert, Arizona 85295
(480) 279-7000 • www.husd.org

May 13, 2025 - Board Meeting Agenda Questions & Responses

6.2 Draft Minutes

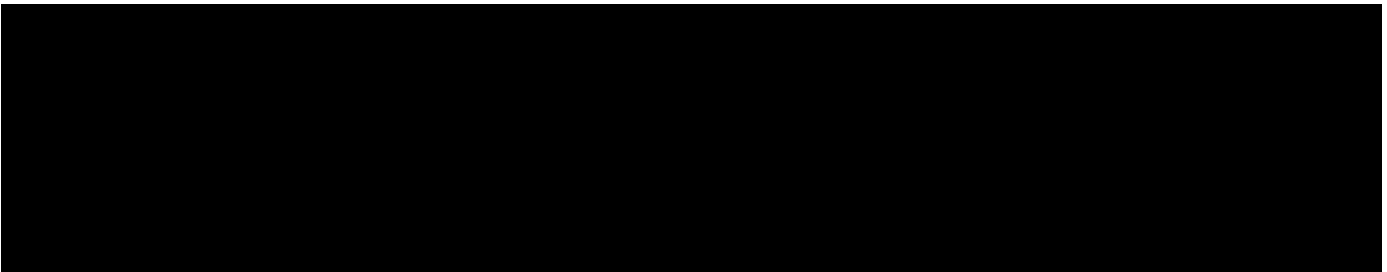
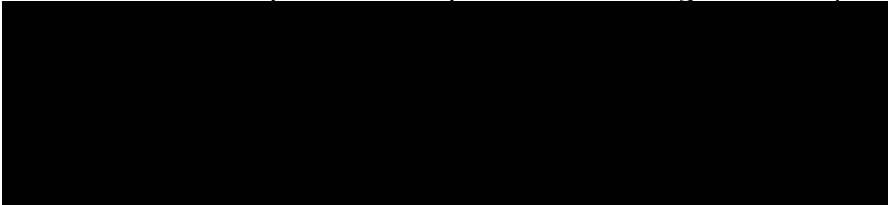
Can you please add the introduction of Robert-IT Director? That should be part of the minutes since it took place at the meeting.

See corrections on page 6

The requested updates have been made.

6.3 Approve Personnel Action Items

Are there any waived liquidated damages? If so, who?



6.4 Vouchers

Voucher 1130 – Please pull

Voucher 1130 has been moved to an action item.

Is this the book by Madeline Miller? Which class is this for?

AMAZON BUSINESS	1130	4/28/2025	1MXF-CNKD-4HPT	202505247	\$11.40	Circe
-----------------	------	-----------	----------------	-----------	---------	-------

Yes. Each year at the senior awards, every department selects a student to recognize and presents them with a book. This particular book was chosen and purchased for that purpose.

6.7 Student Travel WFHS Stuco-Please pull

ARIZONA ASSOCIATION OF	1130	4/25/2025	V900169	202505337	\$2,125.00	REGISTRATION FOR AASC SUMMER CAMP JUNE 9-13, 2025.
------------------------	------	-----------	---------	-----------	------------	--


WFHS STUCO Travel has been moved to an action item.

Regarding Item 6.11 – May I review the form that staff signs when they attend overnight out-of-state training? Specifically, does it include language indicating that they will avoid DEI breakout sessions or similar content?

From the April 7, 2025 Superintendent Report:

Every employee must read and acknowledge the Conference Agreement via the required annual training in Vector. See the attached documents and information below.

[AZ.Safeschools 41-1494 Training Employee Conference Agreement form \(utilized before Vector Training\)](#)




✓

Conference Agreement

Custom

Certificate



Course Sections

2 / 2 Complete

✓

ARS 41-1494 Training, orientation and therapy; blame and judgement; prohibition; annual report; definition.

About 5 Minutes

Required

Completed

>

✓

ARS 14-1494

About 10 Minutes

Required

Completed

>

Course Details

⌚

Typical Base Course Duration

15 Minutes

📖

Category

Policy

Course Coordinator

←

Conference Agreement:
ARS 41-1494 Training, orientation and therapy; blame and judgement; prohibition; annual report; definition.

ARS 41-1494 Training, orientation and therapy; blame and judgement; prohibition; annual report; definition.

Welcome to the Arizona Revised Statutes

[Click here](#)

Thank you for reviewing state law ARS 41-1494

Please click the policy document link above to continue.



The Arizona Revised Statutes have been updated to include the revised sections from the 56th Legislature, 1st Regular Session. Please note that the next update of this compilation will not take place until after the conclusion of the 56th Legislature, 2nd Regular Session, which convenes in January 2024.

DISCLAIMER

This online version of the Arizona Revised Statutes is primarily maintained for legislative drafting purposes and reflects the version of law that is effective on January 1st of the year following the most recent legislative session. The official version of the Arizona Revised Statutes is published by Thomson Reuters.

- ARS TITLE PAGE
- PREVIOUS SECTION
- TITLE 41
- NEXT SECTION
- PRINTABLE VERSION

41-1494. [Training, orientation and therapy; blame and judgment; prohibition; annual report; definition](#)

A. This state, a state agency or a city, town, county or political subdivision of this state may not require an employee to engage in training, orientation or therapy that presents any form of blame or judgment on the basis of race, ethnicity or sex. This subsection does not preclude any training on sexual harassment.

B. This state, a state agency or a city, town, county or political subdivision of this state may not use public monies for training, orientation or therapy that presents any form of blame or judgment on the basis of race, ethnicity or sex. This subsection does not preclude any training on sexual harassment.

C. On or before December 1 of each year the department of administration shall submit a report that includes state agencies in compliance with this section to the governor, the president of the senate and the speaker of the house of representatives and submit a copy of this report to the secretary of state.

D. "Blame or judgment on the basis of race, ethnicity or sex" means the following concepts:

- One race, ethnic group or sex is inherently morally or intellectually superior to another race, ethnic group or sex.
 - An individual, by virtue of the individual's race, ethnicity or sex, is inherently racist, sexist or oppressive, whether consciously or unconsciously.
 - An individual should be invidiously discriminated against or receive adverse treatment solely or partly because of the individual's race, ethnicity or sex.
 - An individual's moral character is determined by the individual's race, ethnicity or sex.
- An individual, by virtue of the individual's race, ethnicity or sex, bears responsibility for actions committed by other members of the same race, ethnic group or sex.
 - An individual should feel discomfort, guilt, anguish or any other form of psychological distress because of the individual's race, ethnicity or sex.
 - Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race, ethnic group or sex to oppress members of another race, ethnic group or sex.

Previous

To confirm you have completely read the law, select the checkbox to continue.

- ☐

I have been provided with a copy of state statute ARS 41-1494. Training, orientation and therapy; blame and judgement; prohibition; annual report; definition. I understand that according to AZ state statue, I will need to void any conference/workshop/professional development sessions that violate the state statute. If a presentation that I am attending contains any information prohibited by the state statute, I will promptly leave the session.

6.13 Approve Disposal of Assets

As a way to earn more revenue, the items that are disposed, is it possible to allow the community to purchase these items? Items such as desks, chairs, etc.?

The district does earn revenue from disposals but must follow rules as specified in A.R.S. §15-1102 and Board Policy DN. The community is more than welcome to go onto the State surplus and public auction sites to bid on disposals.

For Items 6.15 & 6.16 – Are we currently obtaining quotes from other insurance providers to ensure we’re getting the best value? Is this the most cost-effective option available to the district? Additionally, does this company maintain a strong reputation?

The district did a comprehensive quote process two years ago and determined The Trust continues to be the best option for Insurance. The Trust has a very strong reputation for supporting school districts in the insurance market.

Concerning Item 6.17 – Is this level of discrepancy to be expected? It appears to be a significant variance, and I’d appreciate some context.

Medicaid reimbursement operates on a two-year lag and Higley identified last year an over billing issue in regard to our paraprofessionals. Higley anticipates this issue being resolved on our Medicaid reimbursement by next year when the district receives its FY2024 reimbursement dollars. The overpayment will be paid directly from the Medicaid account Fund 290.

With regard to Item 6.18 – Will this expansion accommodate additional student capacity? Is there warranty coverage included, and has the pricing been verified through competitive bids with other contractors?

Yes, by moving the Criminal Justice program to this new space it will open three (3) additional classrooms. The district received three (3) competitive quotes, the recommended option is the lowest cost, and warranties will be provided on applicable items.

In reference to Item 6.19 – Have we visited or reviewed previous sites completed by this contractor? Can we follow up with past clients to evaluate the quality and durability of their work? Have we used this company before? What does their warranty coverage entail, and how accessible are they for post-installation support?

Hellas is one of the largest synthetic turf companies in the US. Hellas was the original installer of the HHS turf field. The warranty includes coverage against defects in the turf, and they will continue to provide annual maintenance on the field.

7.1 Policy GBEBB Staff Conduct with Students 1st Read

Other than adding the statute to the Legal Ref, was there no changes to the language in the policy?

No changes are proposed to the language in the policy.

Which bill is this related to?

This is related to ARS 13-1430.

How could there be no changes to the policy based on the new law HB2310?

HB2310 changed the law 13-1430 to specify criminal penalties and definitions of certain types of behavior that would be constituted as child enticement which would be classified as an extreme form of grooming and a potential crime. Policy GBEBB already has language that states *District staff are expected to comply with state and federal laws regarding maintaining appropriate boundaries with students, consistent with professional, ethical, and legal (both state and federal) standards.* If a staff member violated the policy in the manner described to in the legislative update the staff member would be reported to the police and enforcement of the language in the law would be at the hands of a law enforcement agency. We typically do not outline criminal penalties in board policy, but we absolutely point staff to the laws that are applicable to policy.

Regarding Item 8.2 – I noticed the mention of Fund 001, but are there specific programs or purposes earmarked for this override?

- Support special education programs
- Increase teacher compensation
- Provide staffing to maintain average class sizes
- Maintain and improve elementary special programs including physical education, music and arts
- Support gifted programs and all-day kindergarten
- Provide educational resources to classrooms

Lastly, for Item 8.3 – I'd like more details about the lease options being considered. Have we consulted a commercial realtor or a raw land developer for additional insights and perspective?

Yes, the district has been in touch with a commercial realtor, but the district can take no action on pursuing a long-term lease until we have voter approval.

8.3 Approval of Land Sale, Lease or Exchange Recommendation

What is our bonded indebtedness percentage?

Percentage is 3.14%