



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

## February 10, 2026 - Board Meeting Agenda Questions & Responses

5.10 Is this the closest resource/opportunity for this training? How will it be utilized in the district?

Yes. There are no comparable technical training conferences offered in Arizona, including in Chandler, Gilbert, or the surrounding region, that provide the same scope and depth as Cisco Live.

Cisco Live is Cisco's national conference, drawing engineers, architects, and IT leaders from across the United States and internationally. It provides structured, instructor-led labs, technical seminars, advanced breakout sessions, certification testing opportunities, and direct engagement with Cisco engineers.

While local Cisco events are occasionally hosted in Arizona, those are vendor marketing events rather than full technical conferences. They are typically shorter, sales and product awareness sessions focused on new offerings, roadmaps, or solution overviews. They do not include instructor-led labs, deep technical breakout tracks, certification testing, or architecture-level training designed for engineers managing production environments.

Given that Higley Unified School District operates a large Cisco-based infrastructure environment, this is the most direct and comprehensive professional development opportunity available for these roles.

The district's core infrastructure is built on Cisco technologies, including:

- Cisco firewalls and perimeter security
- Core and access layer switching
- Routing infrastructure
- Wireless systems
- Cisco Identity Services Engine for authentication and access control
- Network segmentation and security policy enforcement

The Sr. Systems Engineer and Network Administrator are directly responsible for the design, maintenance, troubleshooting, lifecycle planning, and future procurement of this infrastructure. Attendance at Cisco Live 2026 supports these responsibilities in several measurable ways:

- Hands-on labs and advanced breakout sessions strengthen operational expertise in diagnosing and resolving complex network and security issues.
- Direct access to Cisco engineers improves escalation pathways and reinforces technical best practices.
- Exposure to emerging architecture and security models informs long-term infrastructure planning and capital replacement strategies.

- Registration for the conference is funded through existing Cisco Learning Credits, maximizing previously purchased district resources.

Knowledge gained will be applied immediately to ongoing wireless optimization, ISE policy tuning, firewall rule management, network segmentation, and infrastructure refresh planning. In addition, both attendees will share relevant learning with the broader IT team to extend the benefit district-wide.

This is targeted, vendor-specific professional development for staff who manage mission-critical infrastructure daily. It directly supports system reliability, security posture, and long-term cost avoidance through informed architectural decisions.

7.2, 7.3:

Have these been reviewed by legal? I want to ensure they adequately protect all points of contact involving minors, and that HR has also reviewed them to confirm there are clear and appropriate termination provisions for any inappropriate conduct.

The policies have been reviewed by legal counsel.

## 6.1 Contracts

Blackline - 2025-2026 PRINCIPAL CONTRACT(7885165.2) – File should say 2026-2027 Pg 4 #18 says Certificated Teacher. This is a Principal contract.

Contract language refers to this position as “Administrator”, changed certified teacher to Administrator.

Blackline - 2026 2027 CLASSIFIED EXEMPT CONTRACT(7885071.1) – Pg 4 #16 says Certificated Teacher. This is an Administrator contract.

Contract language refers to this position as “Administrator”, changed certified teacher to Administrator.

Blackline - 2026-2027 6 5th's Contract(7885585.1) - This should consistently be described as a paid supplemental assignment, not volunteer work.

Removed “volunteer” in 4<sup>th</sup> paragraph.

Blackline - 2026-2027 ASSISTANT DIRECTOR CONTRACT(7885091.2) - Pg 4 #16 says Certificated Teacher. This is an Assistant Director contract.

Contract language refers to this position as “Administrator”, changed certified teacher to Administrator.

Blackline - 2026-2027 ASSISTANT PRINCIPAL CONTRACT(7886795.1) - Pg 5 #28 says Certificated Teacher. This is an Assistant Principal contract.

Contract language refers to this position as "Administrator", changed certified teacher to Administrator.

Blackline - 2026-2027 CABINET CONTRACT(7885210.2) - Pg 4 #16 says Certificated Teacher. This is a Cabinet contract.

Contract language refers to this position as "Administrator", changed certified teacher to Administrator.

Blackline - 2026-2027 CERTIFIED TEACHER CONTRACT(7885257.1) – Pg 2 #9 lower paid employees are afforded less notice than higher-paid administrators. Why is that? It should be the same for all employees.

All contracts have been changed to 30 days' notice.

Blackline - 2026-2027 CLASSIFIED EXEMPT (INTERN)(7885287.1) - This document is titled an "Employment Contract", yet it also states explicitly and repeatedly that it does not create an employment contract.

Changed name to Employment Agreement as well as anywhere in the language it stated agreement, changed to appointment.

Blackline - 2026-2027 CLASSIFIED STAFF AT WILL AGREEMENT(7885198.1) - This document is titled an "Agreement", yet it states it does not create a contract.

This is an at will agreement, language is confirming the agreement is not intended to be a contract.

Blackline - 2026-2027 DEAN OF STUDENTS(7885300.2) – Pg 4 #16 says Administrator, I know the Dean is part of administration but should that say Dean of Students?

Contract language refers to this position as "Administrator", changed certified teacher to Administrator.

Blackline - 2026-2027 DIRECTOR CONTRACT(7885309.1) - Pg 4 #16 says Administrator, I know the Director is part of administration but should that say Director?

Contract language refers to this position as "Administrator", changed certified teacher to Administrator.

Blackline - 2026-2027 Higley USD CERTIFIED NON-TEACHING CONTRACT(7885423.1) - It says Certificated Teacher repeatedly, but this is a certified non-teaching contract.

Changed Certificated teacher to read Certificated Employee.