The Regular Meeting of the Governing Board of the Apache Junction Unified School District #43 was called to order at 6:00 p.m. at the Apache Junction Unified School District Board Room, 1575 W. Southern Avenue, Apache Junction, AZ. President Ehrlich led the audience in the Pledge of Allegiance.

Board members in attendance were Jodi Ehrlich, Dena Kimble, Cami Garcia, Christa Rizzi, and Michael Weaver.

Mrs. Kimble made a motion to remove Item 8-B (EVIT IGA) from the agenda. Mrs. Rizzi seconded the motion to approve the amended agenda. Motion carried, 5-0.

A motion was made by Mrs. Kimble and seconded by Mrs. Garcia to approve the July 11, 12, 18, and 24, 2017 Board meeting minutes as presented. Motion carried, 5-0.

Public Comment: None

Summary of Current Events:

Governing Board Report:
• Mrs. Ehrlich: We had the Welcome Back Breakfast and there were some representatives from the city as well.
• Mrs. Rizzi: It was really neat our food services always take good care of our employees. It was an awesome Welcome Back.
• Mrs. Garcia: This was my first year and it was a good feeling to see everyone together with the same goals.
• Mr. Weaver: Attended the Welcome Back breakfast portion. Thursday is Club Rush and two of those kids will be involved with recognition on Saturday with the Lions Club.
• Mrs. Kimble: Missed the Welcome Back, visiting family in New Jersey. Volleyball season has started and we will be kicking off our fundraisers so I want to get the calendar out with all the sports schedules. Our first varsity home game is September 5th. We are playing Florence so come on out and watch.

Superintendent Report: We had our first day with lots of smiling kids and happy parents. The Welcome Back Breakfast was very successful and we did something a little bit different this year. We brought the staff into the cafeteria and asked a couple of questions. One of the questions was, “What is the profile we want of a high school graduate?” What do we want our students to be when they exit our schools? The other question we asked was, “What are students most proud of about Apache Junction?” The third question we asked was, “What are some challenges that they see in Apache Junction and possible solutions.” We are pulling that information together and we will get it published so that teachers and staff will see what others are writing about.

- Consent Agenda: (documents are available during office hours)
  A motion was made by Mrs. Kimble and seconded by Mrs. Rizzi to approve the Consent Agenda. Motion carried, 5-0.
  • Personnel Action – attached
  • Employee out-of-state travel
  • Student Activities Accounts and Governing Board Budget Report
Information and Discussion items:

Mission, Vision, Values and Goals: Dr. Anderson talked about Mission, Vision, Values, and Goals:
Strategic planning is the process of setting goals, deciding on actions to achieve those goals, and mobilizing the resources needed to take those actions. A strategic plan describes how goals will be achieved through the use of available resources. The Strategic Plan provides the vehicle for schools and Departments to create aligned improvement plans driven by:
- Root-cause analysis networks of employees
- Collaborative-learning networks of employees
- Culture of continuous improvement
- Stakeholder's input and feedback
- Incremental improvement cycles, rather than perfection
- Monitor and measure organization targets

Membership for the Mission, Vision, Value, and Goals committee will primarily consist of the district's leadership team. District leadership will also invite several teacher leaders and aspiring district leaders to join the committee to assist facilitating focus groups and student voice workshops. The District leadership team and teacher leaders will collect, manage, and analyze data collected throughout the strategic planning process.

The focus groups are represented by parents, community members, and staff. There are seven (7) focus group meetings to be held at each site. The student voice at the three elementary schools will be represented by 5th and 6th grade students and the secondary level will be represented by 7th and 12th grade students.

Markers for end of 2016-2017 school year: Dr. Anderson doesn't really see any material changes in any of the markers going from the five-day to four-day. They all showed improvement on the first year of the four-day schedule and then went back to where they were on the five-day schedule. Given the fact that we are having a calendar committee the recommendation is that we no longer move forward with this because we will be looking at a lot of data through the Strategic Planning Committee and the Calendar Committee and we will be able to give you the information that we identify as important to help make those decisions.

Middle School and High School Online Program:
What are the Middle School online opportunities?
- Middle School is using Edgenuity Inc. for their online program
- Students who have behavior contracts and had a due process hearing are sent to online learning as an alternative school setting
- Based on 2016-2017 data, 32 students throughout the year were sent to the program
- There is a one full-time instructor teaching Math, Science, and Social Studies and one period per day, and there is a dual certified instructor in charge of ELA
- Students are enrolled for a period of time
- Assignments are created by the instructor. It is two assignments per week per subject. They also have point sheets to work on behavior
- Weekly reports are sent to parent
- Students have online access from home if desired
- $69,157.17 is the total cost of the program and staffing

High School online learning program:
- High school uses APEX Learning for their program
- It is for students who need credit recovery and singleton classes for student, fill gaps in to fit their current schedule takes online classes
• Students who were suspended may take an online class through Superstition Online School. These students do not attend AJHS.
• 175 students throughout the year took online classes
• There is a one full-time instructor and also instructors to grade student assignments. It varies depending on enrollment
• Students are enrolled for a course. Course instruction and assignments are part of the sequence. Quizzes/tests are given and students move based on their needs and success
• The total cost of the program and instructors is $87,291.47

Specific items of District business:

A. A motion was made by Mrs. Ehrlich to nominate Mr. Weaver to represent AJUSD as the district’s delegate at the District Assembly. Mrs. Kimble seconded the motion. Motion carried, 5-0.

B. A motion was made Mrs. Rizzi and seconded by Mr. Weaver to approve Option 4, administrative and certified-tiered system to be used as a recommended guideline. Motion carried, 5-0.

Dr. Cruz recommended to the Board Option 4. Staff will have 30 days after receipt of their contract to accept. This should give employees time to review postings in other systems and determine if they want to continue in AJUSD. As time passes it becomes increasingly difficult and costly to replace contracted staff members. Once contracted staff members report to work, it becomes a hardship on students and staff to lose qualified educators. The following is the tiered contract release guideline:

• January-March (for the upcoming school year): $500.00
• April-May (for upcoming school year): $1,000.00
• June: $1,250.00
• July: $1,500.00
• Fall Semester: will not be released
• Spring Semester: will not be released

Human Resources will only recommend allowing staff to break contracts when school is underway due to documented hardship:

Possible considerations:
• Employee promotions (employee still pay liquidated damages)
• Employee moves (relocation out of their control) over 50 miles
• FMLA that leads to a need for a contract release
• Family hardship – health, long distance relocations
• Superintendent contract

Costs to the District:
• Contracted staffing agencies cost the district between 2-4% per contract
• Recruitment/job boards cost approximately $2,000 per year
• Out-of-state job fairs cost approximately $1,500 per event
• The District risk funding when we have unqualified teachers
• Over tax burdens remaining teachers when they must support substitutes instead of qualified colleagues

Costs to Students:
• Students do not have qualified instructors
• AJHS may not be able to offer courses that allow us to maintain accreditation
Process Recommendations:
- When a staff member resigns, Human Resources reviews their documentation and implements the tiered system
- If the staff members disagrees with the outcome, they can appeal the decision with the Board in Executive Session
- The Board will receive initial notification of potential resignations in the weekly update
- All decisions must be Board approved at a public meeting
- Staff members that break contracts without board approval will be reported to the Arizona Department of Education

Discussion: The Board recommended that Human Resources will apply the recommended guidelines to be used for administrative and certified employees who would like to be let out of their contracts. Administrators or teachers affected will be able to appeal to the Board for final decision.

C. A motion was made by Mrs. Rizzi and seconded by Mrs. Garcia to enter into Executive Session at 7:30 p.m., to discuss the sale of property and requested release from contract of Ramon Figueroa. Motion carried, 5-0.

The meeting reconvened at 8:30 p.m.

D. Action on Recommendation:
1) A motion was made by Mrs. Kimble and seconded by Mrs. Garcia not to release Ramon Figueroa from his contract for the 2017-2018 school year. Motion carried 5-0.

Request for future agenda items:

1) AzMerit, A-F label
2) BoardDocs presentation

At 8:45 p.m., Mrs. Kimble moved to adjourn the meeting; Mrs. Rizzi seconded the motion. Motion carried, 5-0.

Respectfully submitted by:
Edna Goff, Board Secretary
August 22, 2017

APPROVED BY THE BOARD:

[Signatures]
President
Vice-President
Member
Member
Member