

Kingman Unified School District #20  
 Regular Governing Board Meeting Minutes  
 3033 MacDonald Avenue, Kingman, AZ  
 July 12, 2016

- 1) **Call to Order** at 5:32 pm (Action)
- 2) **Pledge Of Allegiance** (Action)
- 3) **Roll Call:** (Action)  
 Dr. Charles Lucero, President – Present Mr. Bruce Ricca – Present  
 Ms. Laurie Voss Barthlow, Vice President – Present Mrs. Carole Young - Present  
 Dr. Jeri Brock – Absent - Excused
- 4) **Call to the audience :** (Information)  
 Jean Bishop – I am here on behalf of Mt. Tipton school. They would like to have the 7<sup>th</sup> and 8<sup>th</sup> graders back out there. They realize the high school students are better off going in to Kingman. However, the 7<sup>th</sup> and 8<sup>th</sup> graders are still kids and the bus rides are too long.
- 5) **Reports** (Discussion)
  - **Superintendent Roger Jacks** – we have a number from the Bond Reissuing. It went well and we would like to thank everyone, Gust Rosenfeld, RBC, Piper Jaffray. They did a really good job for us. It looks like we are saving tax payers on our bond debt \$3,487,416.61. That is about what we had projected with Piper Jaffray. That certainly helps the community. Heather, is there anything you would like to add?  
 Mrs. Shaw-Burton – it was interesting to watch it, the whole progress. We were very successful.  
 Ms. Voss Barthlow – it was a good initiative and good savings for the taxpayers of Mohave County in the KUSD district.  
 Mr. Jacks – we did receive the other two 21<sup>st</sup> Century Grants for Cerbat and Black Mountain. We are really excited about that. They are five year grants.  
 Mr. Jacks – we did have Deb Warren resign as principal from Mt. Tipton. Deb took a position with Hackberry. We have an interim principal as of now, Kristina Weaver. She has been a Student Achievement Leader at Black Mountain and has been doing a great job out there. She has her administrative license and agreed to step in and open up Mt. Tipton for us.
  - **Board Reports** – Ms. Voss Barthlow – I went to the concert at Kingman Middle School last night. It was excellent. I want to thank Mr. Burton. I was a great turn out from the community and a wonderful event.

- 6) **Approval of Routine Orders of Business:** (Action - Passed)  
 Approve Minutes
  - A. June 14, 2016 Regular Board Meeting
  - B. June 22, 2016 Budget Workshop Board Meeting

Approve Vouchers

- C. 1. KUSD Vouchers: 2151-2157, 2130, 2142, 2147
- 2. KUSD Payroll Vouchers: 1077, 1074-1075, 1071-1072, 62-66
- D. Approve Certified Personnel Ratification including the following:

	Name	Position	Site	Date
<b>Resignations</b>	DAGRES(JACKSON), TARA	2nd GRDE TEACHER	HUALAPAI	5/27/2016
<b>Employed</b>	JOHNSON, KRISTI	TEACHER	CERBAT	7/19/2016
	KRAUSE, HEIDI	TEACHER	CERBAT	7/19/2016
	KEAY, LAURILIE	TEACHER ON ASSIGNMENT	KMS	7/19/2016
	CATON, MELISSA	TEACHER	MANZANITA	7/19/2016
	CHRISTEN, PATRICIA	TEACHER	CERBAT	7/19/2016
	ADAMS, LISA	TEACHER	LITTLE EXPLORER	7/19/2016
	EMREY, CHELSEA	TEACHER	KMS	7/19/2016
	ROSENBACH, TRACI	TEACHER	WCMS	7/19/2016

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	GOLDER, CHRISTINA	TEACHER	DESERT WILLOW	7/19/2016
	CHASTAIN, GREGORY	TEACHER	KHS	7/19/2016
	MAHONEY, DIANE	TEACHER	LEE WILLIAMS	7/19/2016
	WIERSON, JOHN	TEACHER	KHS	7/19/2016
	NELSON, AMANDA	21st CCLC	D.O	6/27/2016
	POWERS, REBECCA	TEACHER	CERBAT	7/19/2016
	BARNES, LANCE	TEACHER	KHS	7/19/2016
	EMREY, TROY	TEACHER	KHS	7/19/2016
	WEBER, LAUREN	TEACHER	KMS	7/19/2016
	JACKSON, AMANDA	TEACHER	LEE WILLIAMS	7/19/2016
	SHEPHERD, LEA	TEACHER	BLACK MOUNTAIN	7/19/2016
<b>Transfer</b>	MAYO, ALEXANDER	FOOD SERVICE COORDINATOR	FOOD SERVICES	7/1/2016
<b>Retiree Not Returning</b>	PIETRI, JOYCE	PRINCIPAL	MANZANITA	6/30/2016

E. Approve Classified Personnel Ratification including the following:

	Name	Position	Site	Date
<b>Resignations</b>	Nancy Crisalli	Cafeteria Helper	White Cliffs Middle School	5/25/2016
	Jessica Jacobs	Online Education Support II	Kingman High School	5/27/2016
	Matthew Sumner	Custodian	White Cliffs Middle School	6/30/2016
	Douglas Juntunen	Custodian Lead	Black Mountain Elementary	6/30/2016
	Sharla Smith	District Health Supervisor	District Wide	6/27/2016
	Linda Jablonski	Nurse	Desert Willow Elementary	5/27/2016
	Kashia Davis	Dispatcher	Transportation	7/1/2016
	Kari Marzek	SPED Para educator II	White Cliffs Middle School	5/27/2016
<b>Leave of Absence</b>	Casey Johnson	Benefits Coordinator	District Office	6/27/2016
<b>Transfers</b>	James Blair	Bus Monitor	Transportation	7/25/2016
	Rae Blair	Bus Monitor	Transportation	7/25/2016
	Mary Gates	Groundskeeper	White Cliffs Middle School	6/27/2016
	Peter Cimarosti	Groundskeeper/General Maintenance Worker	White Cliffs Middle School	6/20/2016
	Bobbie Cossio	High School Attendance Clerk	Kingman High & Lee Williams High	7/12/2016
	Leigha Croston	CDC Caregiver	Little Explorers/La Senita	7/1/2016
	Adriana Martinez	CDC Caregiver	Little Explorers/La Senita	7/1/2016
	Magen Drumal	CDC Caregiver	Little Explorers/La Senita	7/1/2016
<b>Employed</b>	Katelynn McNeil	Bus Monitor	Transportation	7/25/2016
	James Blair	Bus Driver in Training	Transportation	6/10/2016
	Rae Blair	Bus Driver in Training	Transportation	6/10/2016
	Ronald Costa	Bus Driver in Training	Transportation	6/10/2016
	Christine Eimon	Bus Driver in Training	Transportation	6/10/2016
	Duncan Borden	Bus Driver in Training	Transportation	6/10/2016
	Andrew Stone	Bus Driver in Training	Transportation	6/10/2016
	Mike Jose	Bus Driver in Training	Transportation	6/10/2016
	John Zipsie	Bus Driver in Training	Transportation	6/20/2016
	Anthony McCauley	Bus Driver in Training	Transportation	6/20/2016
	Luella Zipsie	Bus Driver in Training	Transportation	6/20/2016
	Christopher Anderson	Groundskeeper/General Maintenance	Maintenance	6/20/2016
	Jenna Badilla	Educational Interpreter I	District Office	7/25/2016
	Kathleen Haberland	SPED Secretary	Cerbat Elementary	7/12/2016
	Lacy Arrants	General Clerk	Kingman Middle School	7/12/2016

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- F. Approve the May 2016 Financials
- G. Approve the Extra Curricular Activity Fee Schedule
- H. Approve the School Fundraisers (listed in Board packet)

Motion to approve consent agenda was made by Ms. Voss Barthlow  
Seconded by Mr. Ricca  
Motion passed in favor 4-0

**7) Discuss Teacher Incentive Fund Program; a five year grant program that rewards excellence in instruction and leadership:** (Inform/Discuss)

Mr. Jacks – I am pleased to announce that we have Dr. Janice Johnson with us today from the Maricopa County Education Service Agency, MCEA. She has been gracious enough to spend the afternoon with us. She spoke to our principals earlier today. I would like her to share that information with the Board regarding a grant opportunity. It is something that has a financial component to it as well as professional development and better opportunities for instruction in the classroom. We wanted to see about going into a planning stage this next school year.

Dr. Johnson – I am from Maricopa County and have had the great opportunity of working with your Superintendent through the US Department of ED and thinking about the equity gap. All school districts are required to submit to the US Department of ED their equity plan showing how students have the opportunity to be taught by an effective or highly effective teacher because we know that is what moves the dial when it comes to what we can do in a school system. We want to give the kids the best teachers we can give them. We know there is a problem all over, but especially here in Arizona in hiring and keeping effective teachers. The other piece of the equity plan is the number of effective and highly effective teachers and student achievement.

When we looked at it we realized we seem to have a lot of effective teachers in Arizona, but our student achievement is still low. So we have this gap and some challenges with that.

I met your Superintendent when we were working on a committee discussing strategies that we could use to attract, gain, and maintain effective educators. I mentioned I work on a committee where we try to do just that. We come out to school districts and go over their plan on what they do to maintain effective teachers.

We are currently applying for a grant, Teacher Incentive Fund 5, and we are asking KUSD to join us in applying for this grant. There is a lot of training and support to teachers, leaders, and administrators. We work with them and probably it would involve replacing Danielson as your evaluation program with one we have created so we could get everyone on the same page.

In your packet there are a couple of things I wanted to bring to your attention. This grant takes the current legislation on how you identify what an effective educator is. We put that into practice with this grant. There is money in the form of a stipend that is like a loyalty / retention stipend to help retain the highly effective educators. There are actually ways to look at your salary structure. I believe you are working with a company now and we would look at this together so that truly effective and highly effective would be compensated more than your developing and ineffective educators which is what the law is requiring us to do. These support the laws that requires that.

Mr. Ricca – as far as the educators and stuff, is there a plan on how to close that gap and to get the students to a higher level? Dr. Johnson – yes that is the whole crux of the grant. It could be teachers are labeled as effective or highly effective when they are not. It also provides Professional Development opportunities and working with what you already have in place and making it stronger and closing that gap.

Mr. Ricca – I have been working on getting the kids grades higher for sports and activities. It does not help the kids if we let them slide. We want to give them a goal to go to. I have made progress on it and I am not finished.

Dr. Johnson – I agree with you. This grant really focuses on students being taught by an effective teacher. One strategy is how to build leadership. We want the teachers to have the support they need to be effective. We would look at what are the non-financial incentives that we could provide.

It is not telling them, but working with them so that all students can be the best they can be. All students, alternative students, special ed students, students on college path, all students.

Ms. Voss Barthlow – where is the grant money coming from? Dr. Johnson – The US Department of Education. It is a federal grant. Ms. Voss Barthlow – so KUSD would be included with these other districts? Dr. Johnson – yes. Ms. Voss Barthlow – who are the other districts? Dr. Johnson – the other districts are in Maricopa County. Ms. Voss

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Barthlow – the grant money is already awarded? Dr. Johnson – no, we are applying for the grant right now. The MOU would be in August. We would find out if we are awarded in middle of September and would start October 1<sup>st</sup>. TIF 5 is the last grant the US Department of Ed will have. They are inviting ones that have been successful in previous grants.

Dr. Lucero – is this grant going to require us to change the way we use the 301 money? Dr. Johnson – the US Federal Government will not tell you how to spend your 301 money, but we would talk to you about keeping part of one of the buckets to fund the increases in the 6<sup>th</sup> year after this grant is over.

Dr. Johnson - I met with your leaders this afternoon and went over lots of information. The first year is called a planning year. I would work with your leaders and make sure everything is transparent. As you know, that is critical. We would use the first year to really take a look at the grant and the requirements. There are four areas that we would look at which are human capital management, equitable access, differential performance, and job embedded professional learning. The planning year is when we would meet with everyone so that when we start the 17/18 school year we are all working on the same page with the same vision.

Ms. Voss Barthlow – how much would the share be to KUSD? Dr. Johnson – it depends. We want to make sure we don't set you up for a fiscal cliff when this grant is over. So we would, over this next planning year, look at the salary schedules and talk about it. We do not want to set ourselves up for hardship when the grant is gone, the money is gone. That would not be good for a wide variety of reasons. What we do is we say to school districts like Kingman is when we put your plan together, your budget together, stretch it over the next 6 years. What is the plan to make sure that one year after the grant you have not set yourself up for a fiscal cliff? I can tell you what I do for the school districts I work with in the TIF 4, let's talk about a salary piece. I have some district that pay effective teachers \$1,000 or \$500 that goes into their base. It is something we would work closely with the finance department so you could sustain whatever amount was decided on.

Mr. Ricca – how did you come about to finding us? Dr. Johnson – when I met Superintendent Jacks at the meetings talking about the equity gap. We had districts meet with us. We faced the same challenges, cannot find teachers. Our student achievement was not increasing. We came to the table to see how we could resolve that and network about that. I mentioned I was working on this grant. I called around and invited the districts to be a part of this. The grant will fund a full time position for a resident in Kingman to be a liaison I would work with. The person would be a field specialist. They would oversee the grant. MCESA would pay for the person, but the person would be thought of as your employee. I would expect them to know everything about the mission, vision, culture of the school district so we are enhancing the great things about KUSD. This grant does not come with step by step instructions. It is very open which is nice, but at times can be very frustrating. It is very worthwhile and when done properly, it is yours. There are requirements that are non-negotiable like everyone requires two formal observations. There are no matching funds. There is not anything you need to prove that you continued in year six. The reporting to US Department of ED is done by me and my supervisor.

Dr. Lucero – is the grant going to require us to restructure the way we pay out our 301 money? Teachers not on an improvement plan are paid 100% of the money.

Dr. Johnson – the US Department of ED is not going to require you to change, but I will say to you and your leaders and stakeholders to rethink the way you use that 301 money. This grant can be used to be put in your base salary to reward your effective and highly effective educators. With the 301 money, one of those buckets a percentage can be saved and you can actually hold that back and use that to sustain that salary structure you end up putting in place beyond the terms of the grant. We will engage you in conversations in ways and strategies other districts have done so that they don't fall off the fiscal cliff.

Mr. Jacks – 301 money sunsets in 2021.

Dr. Johnson – other districts are successful, but not without some pain. My base may be \$30,000 but every year I get \$6,000 in 301 money. This grant would be over the next five years. What we did in TIF 4 grant, we phased out that third bucket so they could save that to use the sixth year. The first year was really difficult. It is lots of planning and

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conversation and be very transparent. We have no guarantee the 301 money will continue. We need to get a plan in place in case that happens.

Mrs. Young – would the principals be filling out the performance evaluations? Mr. Jacks – yes. Mrs. Young – would it be an additional evaluation they would need to do or would it replace one? Mr. Jacks – it would not be an additional one. We would have to look at the one we are using now and the one Maricopa is suggesting and work together to build the correct model. That would be the evaluation.

Mrs. Young – is there a limit on how many districts can participate?

Dr. Johnson – the US Department of Ed does not but a limit on it. I have invited in all the districts I met with, which is seven. Mrs. Young – what kind of time frame do we have to make a decision on this? Dr. Johnson – you have an example of the MOU in your packet. We would want the decision about the MOU before they awarded us the grant. Once the grant is awarded in September, before October first we would come back and engage you in an Intergovernmental Agreement. The IGA is the one that you would want your attorney to take to look at.

What I need is a green light go ahead to include KUSD in the grant that I need to submit on Friday. I have to put you in. I cannot include you in later.

Mr. Jacks – Heather and I discussed this with Dr. Johnson because we would need to see if we think we have the sustainability. That is our number one concern. It is nice we have some time before we sign the MOU. Most of our principals we had at the meeting today thought it was a great idea. Incentive or performance pay can be a real moral issue. Until we can get some planning done, we won't really know if there is disconnect or if it is possible. We wanted to bring this to the Board to see if they wanted to go ahead and get on the grant that needs to be submitted on 15 of July with the understanding that Board would need to vote on the MOU probably in August.

Mr. Ricca – is it true the State is going back to the grades for the schools? Mr. Jacks – yes, we will see them next year.

Dr. Lucero – is there a place in this for administrators or is it just for teachers? Dr. Johnson – it is for teachers, instructional coaches, principals and assistant principals. We are hoping to include some career pathways and include para professionals. We wish we could include all classified because we know it takes everyone to make schools effective. Dr. Lucero – it is district wide and open to all teachers? Dr. Johnson – yes, all teachers are eligible to do this.

Dr. Lucero – our administration does such a fantastic job in recruiting teachers. I just think it is harder to get young teachers to come here to Kingman, Arizona. Maybe harder than coming to Maricopa. How do you determine how much money each school district gets? Dr. Johnson – it is going to be based on what you say you think you can fund and sustain. It depends on the school district. The stipend piece, retention stipend, right now is \$2,000 and is the same at all districts. However, the grant is limited to 60 million and the \$2,000 may be decreased because we have gone over the 60 million. I want to make sure you understand this is only for effective and highly effective educators. Developing and ineffective get no money from this grant. I want to make sure that is understood. Stipends are really hard to sustain after the grant is over.

Mr. Jacks – I got the feeling from the administrators that they want to go forward with it. We wanted your Board opinion, not necessarily a vote. You could vote on the MOU in the August meeting so you could have a chance to look over the materials.

Dr. Johnson – the administrators asked the right questions. They were concerned about their people.

Mrs. Young – I don't see why our name cannot go on it, because we are not signing the agreement until we have had a chance to look over the information.

Dr. Lucero – I think it is a good idea. We are always wanting to do things like this, but don't have the funds or training to implement it.

Mrs. Young – the training would be provided by the person the grant pays for to oversee it?

Dr. Johnson – yes there is a whole team that comes to do the trainings.

Mr. Ricca – I think it is great that Maricopa wants to include us.

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Dr. Johnson – ADE and MCESA have been extending out to reach other counties. You have a wonderful County School Superintendent. Maricopa has a wonderful County School Superintendent as well. Your County Superintendent spoke with Maricopa and Mr. File knows about this. Your County Superintendent said this is the jewel of his county and he gave us the blessing to go forward with it.

Mr. Jacks – I agree with Mr. Ricca we are happy to be included with Maricopa.

Mr. Ricca – I think we are all in agreement we would like to have our name on there and to go forward with it.

Ms. Voss Barthlow stepped out of the room for a few minutes at 6:25 pm

**8) Second Reading in change of policies as suggested by Arizona School Board Association, ASBA:** (Action-Passed)

- BDF - Advisory Committees
- JK – Student Discipline
- JK-RB – Student Discipline
- JLDB – Restraint and Seclusion
- JLDB – EA, EB, EC, ED – Restraint and Seclusion
- KF – Community Use of School Facilities

Motion to approve change in policies as suggested by Arizona School Board Association was made by Mr. Ricca  
Seconded by Mrs. Young

Motion to approve change in policies as suggested by Arizona School Board Association passed in favor 3-0

**9) Request Motion to adjourn regular meeting into public meeting for review of budget for fiscal year 2016/2017.** (Action-Passed)

Motion to adjourn regular meeting into a public meeting was made by Mrs. Young

Seconded by Mr. Ricca

Motion to adjourn regular meeting into a public meeting passed in favor 3-0

**10) Public Hearing for purpose of discussing fiscal year 2016/2017 budget** (Discussion)

Dr. Lucero – this is a public hearing. Does anyone have any questions for the finance director or any of us?

None came forward

**11) Motion to adjourn public hearing and reconvene into regular board meeting.** (Action-Passed)

Motion to adjourn public hearing and reconvene into regular board meeting was made by Mrs. Young

Seconded by Mr. Ricca

Motion to adjourn public hearing and reconvene into regular board meeting passed in favor 3-0

Ms. Voss Barthlow returned 6:28 pm

**12) Request motion to approve fiscal year 2016/2017 budget.** (Action-Passed)

Motion to approve the fiscal year 2016/2017 budget was made by Mr. Ricca

Seconded by Mrs. Young

Motion to approve the fiscal year 2016/2017 budget passed in favor 4-0

**13) Approve Request to Renew District Auditing Services, RFP #: DO-13-14-1324, with Dobridge & Company PC.** (Action-Passed)

Mr. Oder – They have been doing a great job for us and we would like to continue with them with your approval.

Motion to renew district auditing services with Dobridge & Company PC was made by Ms. Voss Barthlow

Seconded by Mr. Ricca

Motion to renew district auditing services with Dobridge & Company PC passed in favor 4-0

**14) Books to be on display starting July 12, 2016; These novels will be used at the High School Level** (Information)

- Book published from Faber and Faber
- Philadelphia, Here I Come by Brian Friel ISBN# 978-0571085866

Book published from Henry Holt and Company, LLC

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- The Poetry of Robert Frost by Robert Frost, Edited by Edward Connery Lathem  
ISBN# 978-0805069860

**15) Adjourn**

(Action-Passed)

Motion to adjourn was made by Mr. Ricca  
Seconded by Mrs. Young  
Motion to adjourn passed in favor 4-0

Adjourned 6:29

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Dr. Charles Lucero, President

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Ms. Laurie Voss Barthlow, Vice President