

COOLIDGE UNIFIED SCHOOL DISTRICT NO. 21
GOVERNING BOARD OF EDUCATION
DISTRICT OFFICE
450 N. ARIZONA BOULEVARD
COOLIDGE, AZ 85128
Wednesday, April 14, 2021
6:00 PM

Pursuant to ARS 38-431.02, notice is hereby given to the members of the Coolidge Unified School District and to the general public that the District's Governing Board will hold a meeting open to the public on the date, time and place listed above.

AGENDA

- A. Call to Order and Roll Call
- B. Welcome and Meeting Procedures

PLEDGE OF ALLEGIANCE

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

- C. Approval of Agenda

I. PUBLIC PARTICIPATION: Please look at the end of the agenda for Instructions on How to Request Call to the Public.

The Arizona Open Meeting Law allows the Governing Board of Education to hear concerns from parties but does not allow the Board to discuss or take any action without the item having been part of the regularly posted agenda. The Board may remand the concern to the Superintendent for investigation, action, or recommendation at a future board meeting. Before beginning your presentation, please state your name(s) and organization for the record. Remarks are to be limited to three (3) minutes per topic. The Board requests that speakers refrain from voicing complaints against school personnel or any person connected with the District, as it may impact due process rights. Policies KE, KEB, KEC, and KED are provided by the Board for disposition of legitimate complaints, including those involving individuals.

II. PRESENTATIONS

- A. Governing Board Outstanding Character Awards.
- B. CUSD Student-Athlete Recognition.
- C. Governing Board Outstanding Service Awards.

III. CONSENT AGENDA

More information may be obtained at the reception area at the District Office and at each school site.

Consent items - all items listed below may be enacted by one motion and approved as consent agenda items with or without discussion. However, any item may be removed from the consent agenda and considered separately if a Governing Board of Education member so

requests.

- A. **Approval of the Auxiliary Operations and Student Activities Reports for the month of March, 2021.**
- B. **Approval of the Donations Log for March, 2021.**
- C. **Approval of the Voucher Log for March, 2021.**
- D. **Approval of the Minutes of the March 10, 2021 Meeting.**
- E. **Other Consent Items**
 - 1. **Approval of the following personnel recommendations: Hiring, Position Changes/Transfers, Resignations/Terminations; Requests to rescind Resignation: Retirement Requests; Requests to Rescind Retirement; Request for Change of Salary of Grade; and Stipends for: Administrative, Certificated, Classified, Wage.**
 - 2. **Approval of the AOI (Arizona Online Instruction) Coolidge Virtual Academy for the Coolidge Unified School District.**
 - 3. **Approval for the Classified and Classified Exempt Renewals for the 2021-2022 school year.**
 - 4. **Approval of the service agreement between Mariposa Speech Services and Coolidge Unified School District for contracted speech services for FY 2022.**

IV. BUSINESS (Action, Discussion, and Information Items)

More information may be obtained at the reception area at the District Office and at each school site.

- A. Discussion and approval of the Settlement Agreement with the United States Department of Justice regarding English Learner Instruction.
- B. Discussion and possible action approve the letter requesting recalculation of state aid for our school district as a result of the Transwestern Pipeline litigation.

V. HUMAN RESOURCES (Action, Discussion, and Information Items)

More information may be obtained at the reception area at the District Office and at each school site.

- A. Discussion and possible approval of the All Staff Retention Stipends for Staff Members Returning for the 2021-2022 school year.
- B. Discussion and possible approval of the District Contribution for Medical Benefits for full-time employees from \$7687.40 to \$8192.64.
- C. Discussion and possible approval of the Insurance Committee's recommendation to award AFLAC for Supplementary Workplace Insurance Benefits.

VI. SUPERINTENDENT UPDATE (Action, Discussion, and Information Items)

More information may be obtained at the reception area at the District Office and at each school site.

- A. Discussion and possible approval of Co/Extra Curricular Criteria.
- B. Discussion and possible approval of Prom, Scholarship/Top 10, 8th Grade Promotion, and Graduation.

VII. OTHER (Action, Discussion, and Information Items)

More information may be obtained at the reception area at the District Office and at each school site.

- A. Motion to go into Executive Session.

Pursuant to A.R.S. §38-431.03 the Board may vote to hold an Executive Session for the following purpose(s):

(A) Discussion or consultation for legal advice with the attorney or attorneys of the public body or for discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation.

(B) Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body.

- B. Adjourn Executive Session.

ADJOURNMENT

Notice of Combined Public Meeting and Executive Session of the Coolidge Unified School District No. 21.

Pursuant to ARS 38-431.02, notice is hereby given to the members of the Coolidge Unified School District and to the general public that the District's Governing Board will hold a meeting open to the public on the date, time and place listed above. As indicated in the agenda, pursuant to ARS 38-431-03(A) (1), the District's Governing Board may vote to go into executive session, which will not be open to the public, to discuss certain matters. A copy of the agenda for the meeting will be available at the address listed above at least 24 hours in advance of the meeting. Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the superintendent's office at (520) 723-2052. Requests should be made as early as possible to arrange the accommodation.

Public Notice of Governing Board Meeting Procedures.

Effective immediately and until further notice, the Coolidge Unified School District Governing Board will be enforcing the Center for Disease Control's health precautionary recommendation limiting all public gatherings to ten people. (*Reference: Arizona Attorney General's Opinion dated March 13, 2020 Re: Concerns Relating to Arizona's Open Meeting Law and COVID-19.*)

All Governing Board meetings will be livestreamed and available to view via the Coolidge Unified School District's Vimeo Channel:

<http://www.coolidgeschools.org/cms/One.aspx?portalId=190737&pageId=493792>

Instructions on How to Request Call to the Public.

1. Call **(520) 723-2040**
2. Enter Extension: **2075**
3. Record name: **FIRST AND LAST NAME#**
4. Please wait to be admitted to the meeting.

Please call in by **6:00 PM**. The CUSD Governing Board will accept your call when they reach agenda item Public Participation. Please remain on the line until they do so. You will be in the same conference room with other individuals who call in. The Board will ask for one person to speak at a time based off of when you entered the conference phone line.

To ensure your comment, question, concern is heard please e-mail Kylea De La Rosa at Kylea.delarosa@coolidgeschools.org with your name and phone number in case you are lost on the phone. We will call you back.

You may also e-mail Superintendent Charie Wallace at charie.wallace@coolidgeschool.org or President Michael Flores, II at michaelfloresii@gmail.com ahead of time with your comment.

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER:
PRESENTATIONS-A.


MEETING DATE:4/14/2021

AGENDA ITEM: Governing Board Outstanding Character Awards.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Governing Board Outstanding Character Awards.

INFORMATION AND SUPPORTING DATA:

Governing Board Outstanding Character Awards presented to:

- Cherie Kisto - 12th grade - Coolidge High School
- Jace Marsh - 8th grade - Coolidge Junior High
- Cerrah Pino - 10th grade - Coolidge Alternative Program
- Arlene Cabello - 1st grade - Heartland Ranch Elementary
- Mixtli Avila - 5th grade - West Elementary

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|------------------------------------|-------------|------------|
| Outstanding Character Presentation | 4/8/2021 | Cover Memo |

CUSD OUTSTANDING CHARACTER AWARD

COOLIDGE UNIFIED SCHOOL DISTRICT #21



CHEERIE KISTO

COOLIDGE HIGH SCHOOL
12TH GRADE

NOMINATED BY: MRS. ROHNER



JACE MARSH

COOLIDGE JUNIOR HIGH SCHOOL
8th GRADE

NOMINATED BY: MRS. ROHNER



CERRAH PINO

COOLIDGE ALTERNATIVE PROGRAM
10th GRADE

NOMINATED BY: MRS. FOWLER



ARLENE CABELLO

HEARTLAND RANCH ELEMENTARY
1ST GRADE

NOMINATED BY: MS. SCHNEIDER



MIXTLI AVILA

WEST ELEMENTARY
5TH GRADE

NOMINATED BY: MS. BAKER



**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER:
PRESENTATIONS-B.

MEETING DATE:4/14/2021

AGENDA ITEM: CUSD Student-Athlete Recognition.

SUBMITTED BY: Tres Chapman, CHS/CJHS Athletic Director

RECOMMENDED TO SUPERINTENDENT BY: Tres Chapman, CHS/CJHS Athletic Director

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

CUSD Student-Athlete Recognition.

INFORMATION AND SUPPORTING DATA:

CUSD Student-Athlete Recognition for:

- Mark Clegg - 11th Grade - CHS Basketball
- Denzel Glass - 11th Grade - CHS Basketball

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|----------------------------------|-------------|------------|
| CUSD Student-Athlete Recognition | 4/8/2021 | Cover Memo |



CUSD STUDENT-ATHLETE RECOGNITION

APRIL 14, 2021



MARK CLEGG & DENZEL GLASS

COOLIDGE HIGH SCHOOL
BASKETBALL

11TH GRADERS



**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER:
PRESENTATIONS-C.


MEETING DATE:4/14/2021

AGENDA ITEM: Governing Board Outstanding Service Awards.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Governing Board Outstanding Service Awards.

INFORMATION AND SUPPORTING DATA:

Governing Board Outstanding Service Awards presented to:

- Maica Scantling - Coolidge High School 9th Grade ELA Teacher
- Christina Cortez, Iris Arevalos & Tomasa Lopez - West Elementary Custodians

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|----------------------------------|-------------|------------|
| Outstanding Service Presentation | 4/8/2021 | Cover Memo |



CUSD OUTSTANDING SERVICE AWARDS

COOLIDGE UNIFIED SCHOOL
DISTRICT #21



MAICA
SCANTLING

CHS 9TH GRADE ELA TEACHER

CHRISTINA CORTEZ,
IRIS AREVALOS &
TOMASA LOPEZ
WEST ELEMENTARY CUSTODIANS



**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: CONSENT
AGENDA-A.

MEETING DATE:4/14/2021

AGENDA ITEM: Approval of the Auxiliary Operations and Student Activities Reports for the month of March, 2021.

SUBMITTED BY: Alyssa Garrett, Director of Business Services

RECOMMENDED TO SUPERINTENDENT BY: Alyssa Garrett, Director of Business Services

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the Auxiliary Operations and Student Activities Reports for the month of March, 2021.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|----------------------|-------------|------------|
| Auxiliary Operations | 4/6/2021 | Cover Memo |
| Student Activities | 4/6/2021 | Cover Memo |

Coolidge Unified School District #21

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Auxiliary Operations

03/01/21 - 03/31/21

| Account Name | Account Number | Beginning Balance | Deposit | Expenditures | Credits | Ending Balance |
|---|----------------|-------------------|-------------|--------------|---------|----------------|
| P.E. Uniforms - Coolidge High School | 741-07-75 | \$ 1,084.10 | \$ - | \$ - | \$ - | \$ 1,084.10 |
| Athletics - Coolidge High School | 741-07-80 | \$ 1,205.85 | \$ 2,952.47 | \$ 2,416.97 | \$ - | \$ 1,741.35 |
| Band Fees - Coolidge High School | 741-07-81 | \$ 1,612.00 | \$ - | \$ - | \$ - | \$ 1,612.00 |
| General Fund Account - Coolidge High School | 741-07-83 | \$ 2,279.62 | \$ - | \$ - | \$ - | \$ 2,279.62 |
| AP/PSAT Testing Fees - Coolidge High School | 741-07-84 | \$ 1,639.53 | \$ 35.00 | \$ - | \$ - | \$ 1,674.53 |
| Pavers - Roundhouse/Weight Room - CHS | 741-07-85 | \$ 983.61 | \$ - | \$ - | \$ - | \$ 983.61 |
| Building Trades Voc. Ed. - Coolidge High School | 741-07-92 | \$ 71.21 | \$ - | \$ - | \$ - | \$ 71.21 |
| FFA Ag Ed Land Lab - Coolidge High School | 741-07-96 | \$ 2,639.56 | \$ - | \$ - | \$ - | \$ 2,639.56 |
| Mini Bears - Coolidge High School | 741-07-97 | \$ 30.41 | \$ - | \$ - | \$ - | \$ 30.41 |
| Advanced Placement/SAT & ACT Fees - Curriculum | 741-500-70 | \$ 8,475.00 | \$ - | \$ - | \$ - | \$ 8,475.00 |
| Migrant Student Fees - Curriculum | 741-500-85 | \$ 2,235.00 | \$ - | \$ - | \$ - | \$ 2,235.00 |
| Indian Ed Student Fees - Curriculum | 741-500-90 | \$ 1,370.88 | \$ - | \$ - | \$ - | \$ 1,370.88 |
| McKinney-Vento Student Fees - Curriculum | 741-500-99 | \$ 3,372.14 | \$ - | \$ 112.16 | \$ - | \$ 3,259.98 |
| Athletics for CAP Program - District Office | 741-500-953 | \$ 753.00 | \$ - | \$ - | \$ - | \$ 753.00 |
| General Fund Account - Business Office | 741-530-93 | \$ 2,045.03 | \$ 107.73 | \$ 415.46 | \$ - | \$ 1,737.30 |
| General Fund Account - iPad Fees - Business Office | 741-530-93(B) | \$ 47,349.88 | \$ 340.00 | \$ 6,510.58 | \$ - | \$ 41,179.30 |
| General Fund Account - West School | 742-01-78 | \$ 692.13 | \$ 1.86 | \$ - | \$ - | \$ 693.99 |
| Scholastic Book Fairs - West School | 742-01-79 | \$ 261.45 | \$ - | \$ - | \$ - | \$ 261.45 |
| General Fund Account - Heartland Ranch | 742-12-01 | \$ 326.56 | \$ - | \$ - | \$ - | \$ 326.56 |
| General Fund Account - Coolidge Junior High School | 742-15-75 | \$ 70.77 | \$ - | \$ - | \$ - | \$ 70.77 |
| Scholastic Book Fairs - Coolidge Junior High School | 742-15-79 | \$ 189.12 | \$ - | \$ - | \$ - | \$ 189.12 |
| Athletics - Coolidge Junior High School | 742-15-80 | \$ 5,395.19 | \$ - | \$ - | \$ - | \$ 5,395.19 |
| | | | | | | |
| Total | | \$ 84,082.04 | \$ 3,437.06 | \$ 9,455.17 | \$ - | \$ 78,063.93 |
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Coolidge Unified School District #21

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Student Activities

03/01/21 - 03/31/21

| Account Name | Account Number | Beginning Balance | Deposits | Expenditures | Credits | Ending Balance |
|--|----------------|-------------------|-------------|--------------|-----------|----------------|
| Student Body - West School | 800-01-35 | \$ 9,102.37 | \$ - | \$ - | \$ - | \$ 9,102.37 |
| Band - West School | 800-01-36 | \$ 80.00 | \$ - | \$ - | \$ - | \$ 80.00 |
| Yearbook - Coolidge High School | 800-07-01 | \$ 7,320.09 | \$ 1,540.00 | \$ - | \$ - | \$ 8,860.09 |
| Baseball Club - Coolidge High School | 800-07-02 | \$ 1,295.52 | \$ - | \$ 1,024.62 | \$ - | \$ 270.90 |
| Band - Coolidge High School | 800-07-03 | \$ 2,576.84 | \$ - | \$ - | \$ - | \$ 2,576.84 |
| Visual Arts Club - Coolidge High School | 800-07-06 | \$ 300.00 | \$ - | \$ - | \$ - | \$ 300.00 |
| S.A.D.D. (Student Against Destructive Decisions) CHS | 800-07-07 | \$ 1,751.83 | \$ - | \$ - | \$ - | \$ 1,751.83 |
| F.B.L.A. - Coolidge High School | 800-07-10 | \$ 1,232.18 | \$ - | \$ - | \$ - | \$ 1,232.18 |
| Choir Club - Coolidge High School | 800-07-12 | \$ 1,636.53 | \$ - | \$ - | \$ - | \$ 1,636.53 |
| F.F.A. - Coolidge High School | 800-07-14 | \$ 13,352.82 | \$ - | \$ 2,839.11 | \$ - | \$ 10,513.71 |
| Drama Club/Thespian Society - Coolidge High School | 800-07-15 | \$ 2,039.23 | \$ - | \$ - | \$ - | \$ 2,039.23 |
| Student Government - Coolidge High School | 800-07-17 | \$ 5,406.34 | \$ 0.80 | \$ - | \$ - | \$ 5,407.14 |
| Advanced Placement Scholars - CHS Juniors | 800-07-18 | \$ 320.00 | \$ - | \$ - | \$ - | \$ 320.00 |
| R.O.T.C. - Coolidge High School | 800-07-19 | \$ 441.03 | \$ - | \$ - | \$ - | \$ 441.03 |
| Advanced Placement Scholars - CHS Seniors | 800-07-20 | \$ 633.70 | \$ - | \$ - | \$ - | \$ 633.70 |
| Boys Basketball - Coolidge High School | 800-07-22 | \$ 5,938.92 | \$ - | \$ 327.12 | \$ 200.00 | \$ 5,811.80 |
| Spanish Club - Coolidge High School | 800-07-23 | \$ 142.00 | \$ - | \$ - | \$ - | \$ 142.00 |
| Tribes Club - Coolidge High School | 800-07-24 | \$ 5,637.97 | \$ - | \$ - | \$ - | \$ 5,637.97 |
| HOSA/Sports Med Club - Coolidge High School | 800-07-27 | \$ 115.00 | \$ - | \$ - | \$ - | \$ 115.00 |
| Cross Country - Coolidge High School | 800-07-28 | \$ 178.77 | \$ - | \$ - | \$ - | \$ 178.77 |
| Swim Club - Coolidge High School | 800-07-29 | \$ 393.99 | \$ - | \$ - | \$ - | \$ 393.99 |
| Track Club - Coolidge High School | 800-07-30 | \$ 950.41 | \$ - | \$ - | \$ - | \$ 950.41 |
| Athletic Club - Coolidge High School | 800-07-31 | \$ 235.00 | \$ - | \$ - | \$ - | \$ 235.00 |
| Wrestling - Coolidge High School | 800-07-32 | \$ 2,361.92 | \$ - | \$ - | \$ - | \$ 2,361.92 |
| Golf - Coolidge High School | 800-07-33 | \$ 3.63 | \$ - | \$ - | \$ - | \$ 3.63 |
| Football Program - Coolidge High School | 800-07-34 | \$ 468.48 | \$ - | \$ - | \$ - | \$ 468.48 |
| SkillsUSA Engineering - Coolidge High School | 800-07-35 | \$ 100.27 | \$ - | \$ - | \$ - | \$ 100.27 |
| FCCLA Culinary Arts - Coolidge High School | 800-07-37 | \$ 3,416.76 | \$ 400.00 | \$ 136.14 | \$ - | \$ 3,680.62 |
| Dance Club - Coolidge High School | 800-07-46 | \$ 410.93 | \$ - | \$ - | \$ - | \$ 410.93 |
| Class of 2019 Seniors - Coolidge High School | 800-07-79(S) | \$ - | \$ - | \$ - | \$ - | \$ - |
| Class of 2020 Seniors - Coolidge High School | 800-07-80(S) | \$ - | \$ - | \$ - | \$ - | \$ - |
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**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: CONSENT
AGENDA-B.

MEETING DATE: 4/14/2021

AGENDA ITEM: Approval of the Donations Log for March, 2021.

SUBMITTED BY: Alyssa Garrett, Director of Business Services

RECOMMENDED TO SUPERINTENDENT BY: Alyssa Garrett, Director of Business Services

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the Donations Log for March, 2021.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|---------------|-------------|------------|
| Donations Log | 4/6/2021 | Cover Memo |

**INFORMATION AND SUPPORTING DATA FOR DONATIONS FOR GOVERNING BOARD
MEETING ON WEDNESDAY, APRIL 14, 2021**

Fidelity Charitable - \$2,400.00 – to Heartland Ranch Elementary School

DHI Title Agency - \$9,500.00 – to Coolidge Unified School District #21

Coolidge Lions Club - \$200.00 – to Coolidge High School FCCLA Culinary Arts Club

James & Darlene Barton - \$200.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation – West Elementary School)

James & Darlene Barton - \$200.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation – Heartland Ranch Elementary School)

Charie Wallace - \$400.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation)

Stuart & Noelle Minck - \$200.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation – Coolidge High School HOSA Program)

Stuart & Noelle Minck - \$200.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation - CHS Arts – Swim)

Holly Pinedo - \$400.00 – to Coolidge Unified School District #21 (Extracurricular Tax Credit Donation – West Elementary School)

Total of Donations: \$13,700.00

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: CONSENT
AGENDA-C.

MEETING DATE: 4/14/2021

AGENDA ITEM: Approval of the Voucher Log for March, 2021.

SUBMITTED BY: Alyssa Garrett, Director of Business Services

RECOMMENDED TO SUPERINTENDENT BY: Alyssa Garrett, Director of Business Services

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the Voucher Log for March, 2021.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|-------------------------|-------------|------------|
| AP Voucher Listing | 4/6/2021 | Cover Memo |
| Payroll Voucher Listing | 4/6/2021 | Cover Memo |

**MARCH 2021 VOUCHERS
ACCOUNTS PAYABLE FY20-21**

| Voucher # | Date | Amount |
|------------------|-------------|--------------------|
| 2152 | 3/3/21 | \$583.75 |
| 2153 | 3/3/21 | \$67,241.04 |
| 2154 | 3/10/21 | \$97,636.84 |
| 2155 | 3/17/21 | \$136,818.31 |
| 2156 | 3/17/21 | \$583.75 |
| 2157 | 3/24/21 | \$82,795.43 |
| 2158 | 3/31/21 | \$56,224.87 |
| | | <hr/> \$441,883.99 |

MARCH 2021 VOUCHERS
PAYROLL FY 2020-21

| Voucher # | Date | Amount |
|------------------|-------------|-----------------------|
| 21 | 3/5/21 | \$753.86 |
| 22 | 3/5/21 | \$643,405.50 |
| 23 | 3/19/21 | \$637,831.62 |
| Total | | \$1,281,990.98 |

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: CONSENT
AGENDA-D.

MEETING DATE: 4/14/2021

AGENDA ITEM: Approval of the Minutes of the March 10, 2021 Meeting.

SUBMITTED BY: Kylea De La Rosa, Executive Administrative Assistant

RECOMMENDED TO SUPERINTENDENT BY: Kylea De La Rosa, Executive Administrative Assistant

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the Minutes of the March 10, 2021 Meeting.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|--------------------|-------------|------------|
| March 2021 Minutes | 3/31/2021 | Cover Memo |

COOLIDGE UNIFIED SCHOOL DISTRICT NO. 21
Governing Board of Education Regular Meeting Minutes
March 10, 2021

REGULAR MEETING

Date, Time, Place of Meeting

The Governing Board of Education held a Regular Meeting on Wednesday, March 10, 2021, at 6:00 PM, 450 N. Arizona Boulevard Coolidge Arizona.

ROUTINE BUSINESS

Call to Order and Roll Call

Present at this meeting was President Michael Flores, II, Vice President Keith Seaman, Member Kris Gillespie, Member Linda Heath, and Member Diana Guerrero.

Approval of Agenda

Member Kris Gillespie MOVED, SECOND by Member Linda Heath, to approve the Board Agenda. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

PUBLIC PARTICIPATION

There was no public participation in this meeting.

I. PRESENTATIONS

A. Governing Board Outstanding Character Awards.

Governing Board Outstanding Character Awards recognized to:

- Tanda Marsh - 12th grade - Coolidge High School
- Molly Tucker - 7th grade - Coolidge Junior High
- Jose Montijo - 8th grade - Coolidge Alternative Program
- Maybeth Barraza - 6th grade - Heartland Ranch Elementary
- Gavin Molina - 5th grade - West Elementary

B. Governing Board Outstanding Service Awards.

Governing Board Outstanding Service Awards recognized to:

- Alma Ornelas and Yannel Reyna - Heartland Ranch Paraprofessionals
- Cynthia Hudson - West School Front Desk Clerk

II. CONSENT AGENDA

A. Approval of the Auxiliary Operations and Student Activities Reports for the month of February, 2021.

- B. **Approval of the Voucher Log for February, 2021.**
- C. **Approval of the Donations Log for February, 2021.**
- D. **Approval of the Minutes of the February 10, 2021 Regular Meeting.**
- E. **Approval of the Minutes of the February 19, 2021 Special Meeting.**
- F. **Other Consent Items**
 - 1. **Approval of the following personnel recommendations: Hiring, Position Changes/Transfers, Resignations/Terminations; Requests to rescind Resignation: Retirement Requests; Requests to Rescind Retirement; Request for Change of Salary of Grade; and Stipends for: Administrative, Certificated, Classified, Wage.**

Member Kris Gillespie MOVED, SECOND by Member Diana Guerrero, to approve the Consent Agenda. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

HUMAN RESOURCES (Action, Discussion, and Information Items)

- A. Discussion and possible approval of the Insurance Committees recommendation for employee insurance plan and benefits for FY22.

Director of Human Resources Dawn Hodge presented the Insurance Committee's recommendations for employee insurance plans and benefits for FY22.

CUSD FY22 Benefits Recommendation **March 10, 2021**

CUSD Insurance Committee Goals

- Conduct a formal RFP (Request for Proposal) for Medical, Employee Assistance Program (EAP), COBRA Management, Flexible Spending Account (FSA), and Voluntary Life Insurance, and Supplemental Insurance.
- Renew all other benefits with current vendors with no rate increase.
- Proposals to be evaluated and scored by the CUSD Insurance Committee which consists of certified, classified, and administrative staff.
- Submit Committee recommendation to the CUSD Governing Board for approval.

Benefit Recommendation Process

1. November 2020 - RFP Released
2. January 2021 - RFP Bid Opening
3. February 10, 2021 - Insurance Committee Initial Scoring of Submitted Bids
4. February 24, 2021 - Review of Best and Final Proposals
5. March 10, 2021 - Submit Committee Recommended Benefits to CUSD Governing Board

Recommendations

- Medical PPO
 - Recommend awarding to BCBS
 - Increase of 5.9%
 - No zero-cost option for employees
 - Average of \$25 increase per pay for employee-only plans
- Secondary (GAP) insurance
 - Recommend awarding to American Public Life
 - No cost increase
- COBRA Administration
 - Recommend awarding to P&A Group
 - No cost increase
- Flexible Spending Account Administration
 - Recommend awarding to P&A Group
 - No cost increase
- Basic & Voluntary Life Insurance
 - Recommend awarding Lincoln National
 - Decrease of 17.9%
- Employee Assistance Program
 - Recommend awarding to Holman Group
 - No cost increase

Continue Three Plan Options - District Contribution: \$7,687.44

•

| | \$6500 Deductible | \$6500 Deductible + APL | \$5000 Deductible + APL |
|----------------------------------|------------------------------|--|--|
| Yearly Rate | \$8,172.64 | \$9,192.84 | \$10,311.60 |
| District Contribution | \$7,687.44 | \$7,687.44 | \$7,687.44 |
| Employee Cost | \$505.20 | \$1,505.40 | \$2,624.16 |
| Cost Per Pay Period | \$25.26 | \$75.27 | \$131.21 |
| Increase from FY21 | \$25.26 | \$25.26 | \$28.71 |

Family and Dependent Plans - District Contribution: \$7,687.44

•

| | \$6500 Deductible | \$6500 Deductible + APL | \$5000 Deductible + APL |
|--------------------------------|--------------------------------|--|--|
| Employee + Spouse | \$467.66 Per Pay (+\$52.54) | \$605.98 Per Pay (+\$52.54) | \$722.33 Per Pay (+\$59.71) |
| Employee + Children | \$406.22 Per Pay (+\$48.75) | \$492.32 Per Pay (+\$48.75) | \$600.28 Per Pay (+\$55.41) |
| Employee + Family | \$799.46 Per Pay (+\$73.00) | \$959.43 Per Pay (+\$73.00) | \$1,121.09 Per Pay (+\$82.97) |

Dental and Vision Benefits - No Change in Rates

•

| Carrier/Coverage | Employee Only Cost |
|--|---------------------------------------|
| Blue Cross Blue Shield Dental (PPO) | \$25.05 Per Pay Period NO CHANGE |
| Employers Dental Service (Prepaid) | \$5.16 Per Pay Period NO CHANGE |
| Vision – Avesis | \$4.37 Per Pay Period NO CHANGE |
| Lincoln National Basic Life Insurance (\$50,000) | \$16,656 Annual Premium DISTRICT PAID |
| Employee Assistance Program | \$7,115 Annual Premium DISTRICT PAID |

Next Steps

1. Governing Board approval for submitted recommendations.
2. Release RFP for supplemental insurance.
3. Bid opening mid-March, review and score proposals, and make final decisions for a recommendation.
4. Submit recommendation of supplemental insurance for Governing Board approval April 14, 2021.
5. Begin open enrollment after final approval.

Member Keith Seaman MOVED, SECOND by Member Linda Heath, to approve the Insurance Committees recommendation for employee insurance plan and benefits for FY22. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

OTHER (Action, Discussion, and Information Items)

A. Superintendent Update.

President Michael Flores, II informed the public that CUSD has been preparing for the past few weeks to return to a full-time in-person learning model, and those discussions were done during recent meetings. He stated that "as always, CUSD is one step ahead of our state representatives." President Flores, II thanked the Pinal County Health Department for their communication over the course of the pandemic.

Superintendent Charie Wallace informed the Board of upcoming significant dates. March 15, the students report for Spring Intersession. The elementary levels will conduct their intersession in-person and the high school will follow a credit recovery option which will be done remotely. March 29, students will report back to the full-time in-person learning model. CUSD will continue offering the three options (hybrid, in-person, or online) for the rest of the school year but there is a possibility that not all three will be offered for the next school year, only in-person and online. Pinal County is one of three counties in the state that could continue with a hybrid learning model for grades 7-12 because the county transmission rate is still high. Spring break activities are crucial to schools continuing to be open. There is a possible fourth wave after spring break. Due to the high transmission CUSD will limit student activities done outside of the classroom, such as Prom and 8th-grade promotion

ceremony. The number one goal is to have an in-person high school graduation ceremony. Large gatherings could be possible superspreaders to cause the cancelation of graduation. CUSD has planned for those activities to pull them off if the city and county transmission levels are down or possibly postpone activities closer to graduation.

B. Motion to go into Executive Session at 7:00 PM.

Pursuant to A.R.S. §38-431.03 the Board may vote to hold an Executive Session for the following purpose(s):

(A) Student discipline concerning possible expulsion (§15-843).

Member Linda Heath MOVED, SECOND by Member Diana Guerrero, to approve to go into Executive Session. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

C. Adjourn Executive Session.

Member Kris Gillespie MOVED, SECOND by Member Linda Heath, to approve the adjournment of the Executive Session meeting at 8:40 pm. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

ADJOURNMENT

Member Kris Gillespie MOVED, SECOND by Member Linda Heath to adjourn the meeting at 8:40 PM. President Michael Flores, II voted "yes", Vice President Keith Seaman voted "yes", Member Kris Gillespie voted "yes", Member Linda Heath voted "yes", Member Diana Guerrero voted "yes".

MOTION CARRIED: 5-0

These minutes respectfully submitted by Kylea De La Rosa and approved on April 14, 2021.

Governing Board

Title

Date

Notice of Combined Public Meeting and Executive Session of the Coolidge Unified School District No. 21.

Pursuant to ARS 38-431.02, notice is hereby given to the members of the Coolidge Unified School District and to the general public that the District's Governing Board will hold a meeting open to the public on the date, time and place listed above. As indicated in the agenda, pursuant to ARS 38-431-03(A) (1), the District's Governing Board may vote to go

into executive session, which will not be open to the public, to discuss certain matters. A copy of the agenda for the meeting will be available at the address listed above at least 24 hours in advance of the meeting. Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the superintendent's office at (520) 723-2052. Requests should be made as early as possible to arrange the accommodation.

Public Notice of Governing Board Meeting Procedures.

Effective immediately and until further notice, the Coolidge Unified School District Governing Board will be enforcing the Center for Disease Control's health precautionary recommendation limiting all public gatherings to ten people. (*Reference: Arizona Attorney General's Opinion dated March 13, 2020 Re: Concerns Relating to Arizona's Open Meeting Law and COVID-19*).

All Governing Board meetings will be livestreamed and available to view via the Coolidge Unified School District's Vimeo Channel:

<http://www.coolidgeschools.org/cms/One.aspx?portalId=190737&pageId=493792>

Instructions on How to Request Call to the Public.

1. Call **(520) 723-2040**
2. Enter Extension: **2075**
3. Record name: **FIRST AND LAST NAME#**
4. Please wait to be admitted to the meeting.

Please call in by **6:00 PM**. The CUSD Governing Board will accept your call when they reach agenda item Public Participation. Please remain on the line until they do so. You will be in the same conference room with other individuals who call in. The Board will ask for one person to speak at a time based off of when you entered the conference phone line.

To ensure your comment, question, concern is heard please e-mail Kylea De La Rosa at Kylea.delarosa@coolidgeschools.org with your name and phone number in case you are lost on the phone. We will call you back.

You may also e-mail Superintendent Charie Wallace at charie.wallace@coolidgeschool.org or President Michael Flores, II at michaelfloresii@gmail.com ahead of time with your comment.

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: Other Consent
Items-1.

MEETING DATE:4/14/2021

AGENDA ITEM: Approval of the following personnel recommendations: Hiring, Position Changes/Transfers, Resignations/Terminations; Requests to rescind Resignation: Retirement Requests; Requests to Rescind Retirement; Request for Change of Salary of Grade; and Stipends for: Administrative, Certificated, Classified, Wage.

SUBMITTED BY: Dawn Dee Hodge, Director of Human Resources

RECOMMENDED TO SUPERINTENDENT BY: Dawn Dee Hodge, Director of Human Resources

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the following personnel recommendations: Hiring, Position Changes/Transfers, Resignations/Terminations; Requests to rescind Resignation: Retirement Requests; Requests to Rescind Retirement; Request for Change of Salary of Grade; and Stipends for: Administrative, Certificated, Classified, Wage.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|-------------------------|-------------|------------|
| Personnel Items 4.14.21 | 4/8/2021 | Cover Memo |

PERSONNEL ITEMS:

DATE: April 14, 2021

HIRES**CERTIFIED**

| <u>NAME</u> | <u>POSITION/SITE</u> | <u>START DATE</u> | <u>HIGHLY QUALIFIED</u> | <u>FUNDING SOURCE & SALARY</u> |
|--------------------|-------------------------------|--------------------------|--------------------------------|---|
| Vaughn, Rachel | Elementary Teacher/West | 7/12/2021 | Yes | M&O; \$52,681 |
| Wilson, Ryan | Special Education Teacher/CHS | 7/12/2021 | Yes | M&O; \$42,143 |
| Pena, Jennifer | English Teacher/CHS | 7/12/2021 | Yes | M&O; \$53,615 |
| Juarez, April | Elementary Teacher/HLR | 7/12/2021 | Yes | M&O; \$42,143 |
| Watters, Mark | World History Teacher/CHS | 7/12/2021 | Yes | M&O; \$42,143 |
| Cooke, Sharon | Elementary Teacher/West | 7/12/2021 | Yes | M&O; \$51,755 |
| Lorefice, Cynthia | Elementary Teacher/West | 7/12/2021 | Yes | M&O; \$43,383 |
| Exley, Shannon | Elementary Teacher/West | 7/12/2021 | Yes | M&O; \$48,137 |
| Gillespie, Tristen | Elementary Teacher/West | 7/12/2021 | Yes | M&O; \$42,143 |
| Lunardi, Alexander | Band Director/CHS-CJHS | 7/12/2021 | Yes | M&O; \$48,149 |

(R) = Resignation; (T) = Termination; (S) = Split; *SEI = Structured English Immersion; TAP=Teacher Advancement Program; ^ \$2,000 in liquidated damages assessed. NOTE: All hires are contingent upon receipt and verification of employment documentation. Page 1 of 5

PERSONNEL ITEMS:

DATE: April 14, 2021

| | | | | |
|-------------------|------------------------------|-----------|-----|------------------------------|
| Carpenter, Wyatt | Agriculture Teacher/CHS-CJHS | 7/12/2021 | Yes | M&O; \$46,222 |
| Gmelin, Laura | Spanish Teacher/CHS | 7/12/2021 | Yes | M&O; \$46,222 |
| Ferguson, Natay | Math Specialist/CHS-CJHS | 7/12/2021 | Yes | M&O and Title 1; \$60,906 |
| Delbridge, Wesley | Consultant | 4/15/2021 | Yes | TBD |

CLASSIFIED

| <u>NAME</u> | <u>POSITION/SITE</u> | <u>START DATE</u> | <u>HIGHLY QUALIFIED</u> | <u>FUNDING SOURCE & SALARY</u> |
|-----------------------------|-------------------------------------|--------------------------|--------------------------------|---|
| Vasquez, Rosie | Paraprofessional/West | 3/29/2021 | Yes | \$14.00/hr |
| Valdez, Nannette | Food Service Worker | 3/29/2021 | Yes | \$12.15/hr |
| Legarda-Ceniceros, Jennifer | Food Service Cook | 3/30/2021 | Yes | \$13.00/hr |
| Salazar-Banks, Claudia | Bus Monitor | 3/29/2021 | Yes | \$12.15/hr. |
| Davis, Demitria | Registrar/Attendance Clerk – CHS | 5/10/2021 | Yes | \$15.00/hr. |

POSITION CHANGES/TRANSFERS/SALARY ADJUSTMENTS

(R) = Resignation; (T) = Termination; (S) = Split; *SEI = Structured English Immersion; TAP=Teacher Advancement Program; ^ \$2,000 in liquidated damages assessed. NOTE: All hires are contingent upon receipt and verification of employment documentation. Page 2 of 5

PERSONNEL ITEMS:

DATE: April 14, 2021

| <u>NAME</u> | <u>FROM:</u> | <u>FUNDING SOURCE & SALARY</u> | <u>TO:</u> | <u>FUNDING SOURCE & SALARY</u> | <u>START DATE</u> |
|---------------------|--|---|------------------------------------|---|------------------------------|
| Rohner, Jadee | CHS Agriculture Teacher | M&O; \$51,321.15 | CHS Master Teacher | M&O and Title; \$51,321.15 | 7/6/2021 |
| Holland, Ana | District EL Coordinator | M&O; \$63,847.00 | West Special Education Teacher | M&O; \$63,847.00 | 7/19/2021 |
| Call, Melonie | HLR Special Education Teacher | M&O; \$50,152 | HLR Counselor | M&O; \$52,629 | 7/12/2021 |
| Lathan, Chris | CHS Guidance Counselor | Grand Funded; \$56,894.51 | CAP Counselor | Title 1: \$56,894.51 | 7/12/2021 |
| Garcia, Delicia | West Kindergarten Teacher | M&O and Grant Funded; \$53,130.03 | West Master Teacher | M&O and Title 1: \$55,740 | 7/6/2021 |
| Siciliani, Kathleen | West Master Teacher | M&O and Title 1: \$59,352.50 | CVA K-2 Teacher | ESSER: \$59,352.50 | 7/12/2021 |
| Swain, Madgy | West Paraprofessional | M&O; \$12.50/hr | West 2 nd Grade Teacher | M&O; \$42,143 | 7/12/2021 |
| Cavanaugh, Monica | CHS Math Teacher | M&O; \$58,877.05 | CHS Guidance Counselor | M&O; \$61,877 | 7/12/2021 |
| Shirota, Alicia | District Special Education Coordinator | M&O; \$57,880.92 | CAP Special Education Teacher | M&O; \$57,880.92 | 7/19/2021 |
| Bruno, Marc | Principal – CAP | M&O; \$79,380 | Principal – CAP/CVA | M&O and ESSER; \$86,380 | 7/1/2021 |
| Porianda, Aaron | Director of Special Services | M&O; \$76,000 | Director of Special Services | M&O; \$81,000 | 7/1/2021 |

(R) = Resignation; (T) = Termination; (S) = Split; *SEI = Structured English Immersion; TAP=Teacher Advancement Program; ^ \$2,000 in liquidated damages assessed. NOTE: All hires are contingent upon receipt and verification of employment documentation. Page 3 of 5

PERSONNEL ITEMS:

DATE: April 14, 2021

| | | | | | |
|-----------------------|-------------------------------|-------------------|---|-------------------|----------|
| McWilliams, Dan | Director of Plant Operations | M&O; \$76,000 | Director of Plant Operations | M&O; \$81,000 | 7/1/2021 |
| Garrett, Alyssa | Director of Business Services | M&O; \$86,304 | Director of Business Services | M&O; 91,304 | 7/1/2021 |
| Miller, Jessica | Director of Curriculum | M&O; \$86,304 | Director of Curriculum | M&O; 91,304 | 7/1/2021 |
| Henry, Teena | Homeless/Migrant Liaison | Title 1; \$33,440 | Homeless/Migrant/Foster Liaison | Title 1; \$36,575 | 7/1/2021 |
| Bojorquez, J. Dolores | Migrant Coordinator | Title 1; \$33,440 | Migrant Coordinator and Interventionist | Title 1; \$35,520 | 7/1/2021 |

RESIGNATIONS/TERMINATIONS**CERTIFIED**

| <u>NAME</u> | <u>POSITION/SITE</u> | <u>LEAVE DATE</u> | <u>FUNDING SOURCE & SALARY</u> |
|---------------------------|-----------------------------------|--------------------------|---|
| Flowers, Justin – Retired | Special Education Teacher/CAP | 5/28/2021 | M&O; \$61,367.15 |
| Rodriguez, Monica (R) | World History Teacher/CHS | 5/28/2021 | M&O; \$46,462.88 |
| Schmidt, Rebekka (R) | 6 th Grade Teacher/HLR | 5/28/2021 | M&O; \$52,459.93 |
| | | | |

CLASSIFIED

| <u>NAME</u> | <u>POSITION/SITE</u> | <u>LEAVE DATE</u> | <u>FUNDING SOURCE & SALARY</u> |
|--------------------|-----------------------------|--------------------------|---|
|--------------------|-----------------------------|--------------------------|---|

(R) = Resignation; (T) = Termination; (S) = Split; *SEI = Structured English Immersion; TAP=Teacher Advancement Program; ^ \$2,000 in liquidated damages assessed. NOTE: All hires are contingent upon receipt and verification of employment documentation. Page 4 of 5

PERSONNEL ITEMS:

DATE: April 14, 2021

| | | | |
|---------------------|-------------------------|-----------|-----------------|
| Morales, Joshua (r) | Food Service Worker/HLR | 4/12/2021 | M&O; \$12.15/hr |
| | | | |

STIPENDS

| <u>NAME</u> | <u>POSITION/SITE</u> | <u>START DATE</u> | <u>HIGHLY QUALIFIED</u> | <u>FUNDING SOURCE & SALARY</u> |
|--------------------|-----------------------------|--------------------------|--------------------------------|---|
| Timmons, Shaylyn | Dance Teacher/CHS | 7/13/2021 | Yes | M&O; \$1000 |

(R) = Resignation; (T) = Termination; (S) = Split; *SEI = Structured English Immersion; TAP=Teacher Advancement Program; ^ \$2,000 in liquidated damages assessed. NOTE: All hires are contingent upon receipt and verification of employment documentation. Page 5 of 5

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: Other Consent
Items-2.

MEETING DATE:4/14/2021

AGENDA ITEM: Approval of the AOI (Arizona Online Instruction) Coolidge Virtual Academy for the Coolidge Unified School District.

SUBMITTED BY: Jess Miller, Director of Curriculum

RECOMMENDED TO SUPERINTENDENT BY: Jess Miller, Director of Curriculum

APPROVED BY SUPERINTENDENT: 

RECOMMENDATION:

Approval of the AOI (Arizona Online Instruction) Coolidge Virtual Academy for the Coolidge Unified School District.

INFORMATION AND SUPPORTING DATA:

The Coolidge Unified School District has been approved to operate an Arizona Online Instruction (AOI) school. Our AOI was approved by the State Board of Education on February 22, 2021. Our online school is called Coolidge Virtual Academy and will operate as its own entity next school year. This approval from our CUSD Governing Board is one of the steps in the final application to complete the request for our Entity Identification Number for Coolidge Virtual Academy.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):
N/A

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: Other Consent
Items-3.

MEETING DATE:4/14/2021

AGENDA ITEM: Approval for the Classified and Classified Exempt Renewals for the 2021-2022 school year.

SUBMITTED BY: Dawn Dee Hodge, Director of Human Resources

RECOMMENDED TO SUPERINTENDENT BY: Dawn Dee Hodge, Director of Human Resources

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval for the Classified and Classified Exempt Renewals for the 2021-2022 school year.

INFORMATION AND SUPPORTING DATA:

Please see attached items.

PROJECTED COST:

Approximately \$3,079,255

FUNDING SOURCE:

Multiple Sources: M&O and Grant Funded

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|----------------------------|-------------|------------|
| Classified Renewals | 4/7/2021 | Cover Memo |
| Classified Exempt Renewals | 4/8/2021 | Cover Memo |

2021-2022 CLASSIFIED RENEWAL LIST

| Name | Site | Position | Hourly Rate |
|---------------------------|------------------------------|---------------------------------------|-------------|
| A LA TORRE, REGINA DAVILA | COOLIDGE HIGH SCHOOL | PARA PRO | \$13.00 |
| ACOSTA, PATRICIA H | COOLIDGE JR. HIGH | INSTRUCTIONAL AID | \$13.00 |
| ADAMS, ROXANNE M | COOLIDGE ALTERNATIVE PROGRAM | MEDICAL ASSISTANT | \$17.00 |
| AGUILAR, CHRISTY | HEARTLAND RANCH | BEHAVIOR TECH | \$14.50 |
| ALDERETE, LYDIA | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| ALEMAN, DANIEL | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$13.50 |
| AREVALOS, IRIS V | WEST ELEMENTARY | CUSTODIAN | \$12.15 |
| BAMFORD, TIMOTHY A | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.50 |
| BLATZ, AMANDA | COOLIDGE HIGH SCHOOL | PARA PRO | \$13.00 |
| BORBOA, FRANK A | MAINTENANCE/TRANSPORTATION | SKILLED MAINTENANCE | \$22.00 |
| BOWMAN, ANGELA | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$13.50 |
| BRAVO ROMERO, ERIKA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$12.15 |
| BRAY, CLAYTON G | MAINTENANCE/TRANSPORTATION | NON CDL DRIVER | \$12.15 |
| CHAVEZ, VERONICA A | COOLIDGE HIGH SCHOOL | CLERK I - OFFICE | \$13.00 |
| CHERRY, WANDA JEAN | COOLIDGE HIGH SCHOOL | PARA PRO | \$13.50 |
| CHUIGO, ANISE N. | HEARTLAND RANCH | REGISTRAR | \$17.00 |
| CLEMANS, PEGGY LYNN | COOLIDGE JR. HIGH | REGISTRAR | \$17.00 |
| CLUBB, MELISSA | COOLIDGE VIRTUAL ACADEMY | ATTENDANCE/REGISTRAR | \$15.00 |
| CORTEZ, ISABEL CRISTINA | WEST ELEMENTARY | CUSTODIAN | \$13.50 |
| DALFREY, BRIANA L | WEST ELEMENTARY | PARA PRO | \$13.00 |
| DANIELS, ANDREW J | WEST ELEMENTARY | CROSSING GUARD | \$13.00 |
| DANIELS, ANDREW J | WEST ELEMENTARY | CUSTODIAN | \$13.50 |
| DE LA ROSA, KYLEA | SUPERINTENDENT | EXECUTIVE STAFF ASSISTANT | \$18.00 |
| DELSI, TREY | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| DICKERSON, DENISE A | COOLIDGE ALTERNATIVE PROGRAM | ADMINISTRATIVE ASSISTANT | \$17.00 |
| DICKERSON, HARDY L | MAINTENANCE/TRANSPORTATION | GROUPS WORKER | \$13.50 |
| DUNCAN, SHARELL | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.00 |
| ELIZARRARAZ, MARIA | HEARTLAND RANCH | CUSTODIAN | \$12.15 |
| EWALD, DAVID | MAINTENANCE/TRANSPORTATION | LEAD MECHANIC | \$19.50 |
| FELIX, ERIKA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$12.50 |
| FELIX, YOLANDA S | BUSINESS SERVICES | SPECIALIST - STUDENT ACTIVITIES / AUX | \$21.00 |
| FERGUSON, IRVIN MAX | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$17.50 |
| FIERRO, ANDREA | COOLIDGE HIGH SCHOOL | ADMINISTRATIVE ASSISTANT | \$15.50 |
| FRALEY, DANNY | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$16.50 |
| GARCIA, JOSEPH E | WEST ELEMENTARY | PARA PRO | \$13.50 |
| GARCIA, JULIO A | MAINTENANCE/TRANSPORTATION | MAINTENANCE SUPERVISOR | \$25.00 |
| GIESEN, BRENDA J | HEARTLAND RANCH | PARA PRO | \$15.50 |
| GILG, PAMELA M | COOLIDGE JR. HIGH | PARA PRO | \$13.50 |

| | | | |
|----------------------------|------------------------------|--------------------------------|---------|
| GLASS, REGINA | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$13.50 |
| GONZALES, ANITA MARCELA | MAINTENANCE/TRANSPORTATION | BUS MONITOR | \$12.15 |
| GONZALES, DELIA | WEST ELEMENTARY | PARA PRO | \$13.00 |
| GONZALES, RAY | FOOD SERVICE | FOOD SERVICE WORKER SUBSTITUTE | \$12.15 |
| GUERRERO, LISSETTE | HEARTLAND RANCH | PARA PRO | \$13.00 |
| GUILLEN, GRACIELA | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.00 |
| HENRY, HELEN | HUMAN RESOURCES | CLERK I - OFFICE | \$15.00 |
| HERNANDEZ, CARLOS | COOLIDGE JR. HIGH | SECURITY GUARD | \$13.50 |
| HIGUERA DE OJEDA, ROSA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$12.15 |
| HUDSON, CYNTHIA | ADMINISTRATIVE ASSISTANT | | \$15.50 |
| JONES, ALEJANDRA | FOOD SERVICE | ADMINISTRATIVE ASSISTANT | \$15.50 |
| JONES, JEDEDIAH J | FOOD SERVICE | CLERK | \$15.00 |
| JONES, JOHNNY GLENN | FOOD SERVICE | FOOD SERVICE WORKER | \$14.00 |
| JONES, STEPHEN WAYNE | MAINTENANCE/TRANSPORTATION | SKILLED MAINTENANCE | \$16.00 |
| JORDAN, JOHANNA L | WEST ELEMENTARY | PARA PRO | \$13.00 |
| JORDAN, LINDA D | COOLIDGE ALTERNATIVE PROGRAM | PARA PRO | \$12.50 |
| KING, RUDI R | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.00 |
| KINNE, LETICIA S | HEARTLAND RANCH | MEDICAL ASSISTANT | \$17.00 |
| LARSON, TODD | MAINTENANCE/TRANSPORTATION | SKILLED MAINTENANCE | \$18.50 |
| LEE, ELIZABETH E | MAINTENANCE/TRANSPORTATION | NON CDL DRIVER | \$15.00 |
| LEGARDA-CISNEROS, JENNIFER | FOOD SERVICE | FOOD SERVICE COOK | \$13.00 |
| LINKE, KELLI | FOOD SERVICE | FOOD SERVICE WORKER | \$14.00 |
| LOFTIN, JANICE IRENE | FOOD SERVICE | FOOD SERVICE WORKER | \$13.50 |
| LOFTIN, SHERRI IRENE | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| LOPEZ, TOMASA | WEST ELEMENTARY | CUSTODIAN | \$12.15 |
| LYNCH, LINDA | BUSINESS SERVICES | SPECIALIST - ACCOUNTS PAYABLE | \$18.00 |
| MADRID, MARIAH O | MAINTENANCE/TRANSPORTATION | BUS MONITOR | \$12.15 |
| MADRID, MERCEDES E | MAINTENANCE/TRANSPORTATION | BUS MONITOR | \$12.15 |
| MANZANEDO, JONATHAN M | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$25.00 |
| MARTINEZ, SIERRA H | HEARTLAND RANCH | PARA PRO | \$13.00 |
| MASSONI, FRANK JR | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$17.00 |
| MASSY, KATHLEEN | WEST ELEMENTARY | PARA PRO | \$13.00 |
| MCKEE, PATRICIA L | COOLIDGE ALTERNATIVE PROGRAM | CLERK | \$12.15 |
| MCNIEL, ROBERT | MAINTENANCE/TRANSPORTATION | GROUNDS WORKER | \$13.50 |
| MITCHELL, RHONDA G | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.50 |
| MITCHELL, TERRI L | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.50 |
| MOLINA, SYLVIA | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$17.50 |
| MONTEVERDE, AARON | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$17.34 |
| MORALES, ELIZABETH | FOOD SERVICE | FOOD SERVICE MANAGER | \$15.50 |
| MORAN, SCOTT C | MAINTENANCE/TRANSPORTATION | LEAD DRIVER | \$17.50 |
| NAVARRO, LAUREN M | HEARTLAND RANCH | PARA PRO | \$13.00 |

| | | | |
|--------------------------|------------------------------|------------------------------|---------|
| NEUHART, DARCI | SPECIAL ED/SP. SERVICES | LEAD - DATA & COMPLIANCE | \$16.50 |
| NEWTON, KASSANDRA LEE | COOLIDGE HIGH SCHOOL | PARA PRO | \$13.50 |
| NORMAN, STEVEN | FOOD SERVICE | FOOD SERVICE CUSTODIAN | \$12.15 |
| ORNELAS, ALMA | HEARTLAND RANCH | PARA INDIAN EDUCATION | \$12.15 |
| ORNELAS, BLASA | CURRICULUM | CLERK | \$15.00 |
| OSBORN, KYNDALL | HEARTLAND RANCH | PARA PRO | \$13.00 |
| PERES, BRENDA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$12.50 |
| PEREZ, LORENA | DISTRICT OFFICES | CUSTODIAN | \$12.50 |
| PEREZ, LYDIA | COOLIDGE HIGH SCHOOL | PARA PRO | \$13.00 |
| PINEDO, HOLLY D | WEST ELEMENTARY | PARA PRO | \$14.00 |
| PINON, CARMELO | HEARTLAND RANCH | LEAD CUSTODIAN | \$14.50 |
| RAMOS, JENNIFER J | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.00 |
| REECE, VICTOR | DISTRICT OFFICES | SECURITY GUARD | \$13.50 |
| REYES, EMILIA | HUMAN RESOURCES | SPECIALIST - HUMAN RESOURCES | \$17.00 |
| REYNA, YANNEL C | HEARTLAND RANCH | PARA PRO | \$13.00 |
| RICO, JUSTIN A | CURRICULUM | PARENT LIAISON | \$18.00 |
| RIVERA, JACOB M | COOLIDGE JR. HIGH | PARA PRO | \$13.00 |
| RODRIGUEZ, OSCAR | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$12.25 |
| ROLLMAN, SALLY A | MAINTENANCE/TRANSPORTATION | NON CDL DRIVER | \$15.00 |
| RUBIO-AGUIRRE, MARIA C | FOOD SERVICE | FOOD SERVICE COOK | \$13.00 |
| SALAZAR BANKS, CLAUDIA | MAINTENANCE/TRANSPORTATION | BUS MONITOR | \$12.15 |
| SANCHEZ, LIDYA | FOOD SERVICE | FOOD SERVICE CUSTODIAN | \$13.00 |
| SARMIENTO, BRENDA L | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$15.50 |
| SHAW, CARRIE RENEE | COOLIDGE ALTERNATIVE PROGRAM | PARA PRO | \$12.15 |
| SHIELDS, KELLY | MAINTENANCE/TRANSPORTATION | LEAD DRIVER | \$17.00 |
| SIMPSON, ROBERT G | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$17.50 |
| SMILEY, ANGELA L | MAINTENANCE/TRANSPORTATION | ADMINISTRATIVE ASSISTANT | \$16.50 |
| SOLIS, GABRIEL | MAINTENANCE/TRANSPORTATION | MECHANIC | \$19.50 |
| SOSA, MELISSA M | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| STARK, SARAH A | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| STINSON, AMBER S. | COOLIDGE HIGH SCHOOL | ADMINISTRATIVE ASSISTANT | \$15.50 |
| THURMAN, GENE | GROUNDS SUPERVISOR | | \$25.00 |
| VALDEZ, NANETTE | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| VALENZUELA, GUADALUPE B. | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$14.00 |
| VARELA, FRANK | MAINTENANCE/TRANSPORTATION | GROUNDS WORKER | \$13.00 |
| VAUGHN JR, RICKY | FOOD SERVICE | FOOD SERVICE WORKER | \$12.15 |
| VILLA, DOLORES BONFIGLIO | WEST ELEMENTARY | PARA INDIAN EDUCATION | \$13.00 |
| WEAVER, HEATHER A | WEST ELEMENTARY | REGISTRAR | \$15.00 |
| WHITE, ELIJAH | DISTRICT OFFICES | SECURITY GUARD | \$13.50 |
| WILLIAMS, PHILLIP | MAINTENANCE/TRANSPORTATION | CDL DRIVER | \$17.00 |

| | | | |
|-----------------------|-------------------------|----------------------------------|---------|
| WITCHER, SHANNON L | CURRICULUM | SPECIALIST - FEDERAL PROJECTS | \$19.00 |
| WOOLRIDGE, VALLARIE E | HEARTLAND RANCH | ADMINISTRATIVE ASSISTANT | \$17.00 |
| YOUTSEY, LISA M | SPECIAL ED/SP. SERVICES | ADMINISTRATIVE ASSISTANT | \$15.50 |

2021-2022 CLASSIFIED EXEMPT RENEWAL

| Name | Description | Amount |
|-----------------------------------|-------------------------|-------------|
| ABRAHAM, POLLY ANNA | MEDICAID COORDINATOR | \$18,240.00 |
| GUENTHER, KARL | IT TECHNICIAN | \$58,500.00 |
| HONEA, SAM L | IT TECHNICIAN | \$59,160.00 |
| MARISCAL, JENNIFER ALEXIS MIRANDA | GENERALIST - PAYROLL | \$50,000.00 |
| HENRY, TEENA | HOMELESS/FOSTER LIAISON | \$36,575.00 |
| JOHNSTON, JEANNE MARIE | NURSE | \$52,133.00 |
| BOJORQUEZ, JUANA DOLORES | MIGRANT COORDINATOR | \$35,520.00 |

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: Other Consent
Items-4.


MEETING DATE:4/14/2021

AGENDA ITEM: Approval of the service agreement between Mariposa Speech Services and Coolidge Unified School District for contracted speech services for FY 2022.

SUBMITTED BY: Aaron Porianda, Director of Special Services

RECOMMENDED TO SUPERINTENDENT BY: Aaron Porianda, Director of Special Services

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Approval of the service agreement between Mariposa Speech Services and Coolidge Unified School District for contracted speech services for FY 2022.

INFORMATION AND SUPPORTING DATA:

Mariposa Speech Services has worked with the District, through cooperative contracts, to provide speech, occupational therapy and physical therapy services. We wish to retain the staff who are familiar with our District and students. This agreement is a renewal and outlines responsibilities, increased fees and has been reviewed and approved by CUSD's legal counsel, Gust Rosenfeld.

PROJECTED COST:

Dependent on need/Student IEP

FUNDING SOURCE:

M&O

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|---------------------------------|-------------|------------|
| Mariposa Service Agreement FY22 | 4/12/2021 | Cover Memo |
| CUSD Program Design | 4/12/2021 | Cover Memo |

CONSULTANT AGREEMENT

THIS CONSULTANT AGREEMENT is made as of March 29, 2021, by and between Mariposa Speech Services, LLC (the "Consultant") and **Coolidge Unified School District** (the "Company") which includes the following campuses:

WHEREAS, the Company desires to engage the services of Consultant and Consultant desires to make its services available to the Company.

NOW, THEREFORE, for and in consideration of the mutual covenants set forth in this Agreement, the parties agree as follows:

1. ESTABLISHMENT OF RELATIONSHIP

The Company hereby appoints the Consultant, and the Consultant accepts such appointment, to serve as Consultant to the Company, subject to all of the terms and conditions set forth herein. The Consultant shall fulfill all of the duties and responsibilities set forth herein utilizing his/her best effort and in a manner which meets the highest professional standards and shall at all times act in the best interests of the Company. The Consultant warrants that it is able to provide all of the duties and services required hereunder without the consent of any other person or entity.

2. RELATIONSHIP OF PARTIES

(a) The relationship of the Company and the Consultant shall be, at all times, that of independent contractor(s). Neither party shall be or hold itself out as the employee, agent, officer, director, or representative of the other. The Consultant shall have no authority to bind the Company or represent that the Consultant has the power to do so except to the extent expressly set forth herein or as authorized in writing, from time to time, by the designated authorized representative of the Company.

(b) In conducting business, the Consultant shall pay all expenses incident to its business and comply with all applicable federal, state and local tax, licensing, insurance and other laws. The Consultant is not an employee of the Company and shall not be treated as an employee for any purposes, including, but not limited to, the Federal Insurance Contributions Act, the Social Security Act, the Federal Unemployment Tax Act, state unemployment insurance provisions, worker's compensation programs, civil service programs or eligibility or federal or state income tax withholding. The Consultant shall be responsible for payment of federal self-employment

and income taxes. The Company shall have no obligation to make any payments or provide any benefit or services to any person or entity acting on behalf of or employed by the Consultant and all such payments, benefits and services shall remain the sole obligation and responsibility of the Consultant

(c) At no time shall Consultant, its officer, agents, employees or assigns disclose student records to any unauthorized person or entity without the consent required by the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g) and any other applicable laws, unless the disclosure is otherwise permitted by law.

3. WORK PRODUCT/CONFIDENTIAL INFORMATION/CONFLICT OF INTEREST/ETHICS

(a) From time to time in the performance of the duties required hereunder the Consultant may learn or discover Confidential Information belonging to the Company. The Consultant shall use such Confidential Information (as defined below) solely for the purposes of fulfilling the obligations imposed under this Agreement. The Consultant shall not directly or indirectly during the term of this Agreement or any period thereafter disclose, use or make known, directly or indirectly to any third party or person any Confidential Information belonging to the Company absent the prior written consent of the Company to such disclosure or use. For purposes of this Agreement the term "Confidential Information" shall include, but not be limited to, all trade secrets, concepts, designs, processes, business plans, financial information, information not generally known in the industry and any other information whose nature is secret, confidential and/or proprietary.

(b) From time to time in the performance of the duties required hereunder the Company may learn or discover Confidential Information belonging to the Consultant. The Company shall use such Confidential Information (as defined below) solely for the purposes of fulfilling the obligations imposed under this Agreement. The Company shall not directly or indirectly during the term of this Agreement or any period thereafter disclose, use or make known, directly or indirectly to any third party or person any Confidential Information belonging to the Consultant absent the prior written consent of the Consultant to such disclosure or use. For purposes of this Agreement the term "Confidential Information" shall include, but not be limited to, all trade secrets, concepts, designs, processes, business plans, financial information, information not generally known in the industry and any other information whose nature is secret, confidential and/or proprietary.

(c) The Consultant represents and warrants that all Work Product created, developed or otherwise produced pursuant to this Agreement shall be accurate and shall be fully usable for the purpose for which it is designed. The Consultant warrants that any use by the Company of such Work Product

shall not infringe upon the rights of any third parties, including without limitation, rights under applicable copyright, libel, or invasion of privacy or contain any material which is obscene or otherwise unlawful.

(d) It is the Consultant's responsibility to comply fully with State of Arizona ethics rules and to inform the Company of any concerns.

The Consultant shall not engage any other client where advising them would present a direct conflict with the Company's interests.

4. HIRING OF CONSULTANT'S EMPLOYEES

The parties acknowledge the character of Consultant's business and the substantial amount of time, money, and effort that the Consultant has spent and will spend in finding, vetting, training, and developing qualified speech language pathologists ("Assigned Professionals"). The Company therefore acknowledges and agrees that it cannot directly hire any Assigned Professional without first providing a direct hire fee to the Consultant as described below. The Consultant's agreements with its Assigned Professionals also expressly restrict such employment (direct or indirect).

If the Company wishes to hire an Assigned Professional (as a direct, regular or temporary employee, consultant or independent contractor, or otherwise) the Company agrees to pay to the Consultant a direct hire fee of 30% of such Assigned Professional's most current annual compensation, unless otherwise agreed upon by the Company and the Consultant.

The term "Assigned Professional" only includes persons who are employees of, or who are introduced to the Company by, Consultant. The Company does not owe any direct hire fee to Consultant with respect to the hiring of any person not introduced to the Company by Consultant.

5. TERM OF AGREEMENT

The term of this Agreement shall be July 15, 2021 – June 15, 2022, unless this Agreement is terminated by either party as provided below. This Agreement may be extended by mutual written agreement of the parties.

6. DESCRIPTION OF SERVICES

The Consultant shall provide direct speech therapy services, speech therapy evaluations, attendance at meetings (IEP, MET, variable each month) and other related services as deemed appropriate by both parties.

7. COMPENSATION TERMS

The Consultant will be compensated in the following manner based on the Paradise Valley Unified School District RFP, #20-001 (SAVE).

Speech/Language Services

- Speech Language Pathologist (SLP) (Master level) \$70.00 per hour*
- Speech Language Assistant (SLP-A) \$55.00 per hour*
- Speech/Language Evaluation (testing, interpretation, summary report) \$350 per evaluation
- Bilingual Speech Evaluation \$475 per evaluation

* *Per Arizona Department of Health Services, a SLPA is required to be supervised by a SLP 20% of the SLPA's time.*

* *Volume discount rate available for speech therapy services.*

Occupational Services

- Occupational Therapist (OTR) \$75.00 per hour
- Certified Occupational Therapist Assistant (COTA) \$55.00 per hour
- Occupational Therapy (OT) Evaluation \$350 per evaluation

Physical Therapy (PT) Services

- Physical Therapist (PT) \$75.00 per hour
- Physical Therapist Assistant (PTA) \$55.00 per hour
- Physical Therapy (PT) Evaluation \$350 per evaluation

4-hour minimum applies for separate therapy campus visits.

Teletherapy Services are available and will be billed at the disciplined rate stated above.

Professional hourly rates listed above include both direct and indirect time.

Description of Professional time:

Direct time is the professional time committed to a campus directly related to a student by providing therapy, attending meetings, classroom observations, teacher consultation, screenings, etc.

Indirect time is the professional time required to complete all aspects required of a speech program (on or off campus) and includes IEP/MET writing/prep, caseload management, planning/research, scheduling therapy time, file review, report writing, emails, time with supervisor, etc.

Evaluations includes formal and informal testing materials, case review/history, time spent with student, scoring, interpretation, writing summary report (4 hours).

8. BILLING

Mariposa will bill the school on a bimonthly basis. Invoices will be submitted to the school by the 16th and the 1st of each month beginning in August 2021 and ending June 2022. Payment is due within 15 days of the submitted invoice date to avoid a late fee charge of 15% of the total invoice amount.

9. COMPLIANCE WITH LAWS

During the term of this Agreement, the Consultant shall comply in all respects with all applicable federal and state statutes, laws, regulations, ordinances and rules relating to the provision of special education services.

10. INSURANCE

(a) The Consultant shall procure and maintain throughout the term hereof:

(i) General liability insurance covering the Consultant in performance of the Consultant's obligations under this Agreement with coverage of not less than One Million Dollars (\$1,000,000) for any incident, and Three Million Dollars (\$3,000,000) annual aggregate. The Consultant agrees to provide the Company with a Certificate of Insurance naming the Company and the Charter School as additional insureds on such general liability insurance policy.

11. TERMINATION

The Company or the Consultant may terminate the Agreement for any reason by giving thirty (30) days written notice to the other party. If terminated by the Company other than for breach of contract by the Consultant, the Company shall pay the Consultant on all outstanding invoices submitted by Consultant to date for work performed by the Consultant to the date of such termination. The Consultant shall immediately return all documents, copies or other tangible forms of expression, which contain or reflect Confidential Information.

12. MISCELLANEOUS

(a) All questions with respect to the construction of this Agreement and the rights and the liabilities of the parties hereto shall be determined in accordance with the laws of Arizona, without giving effect to the principles of conflicts of law therein.

(b) This Agreement shall bind and inure to the benefit of the parties hereto and their respective legal representatives, successors and assigns.

(c) Neither party to this Agreement shall have the right to assign this Agreement without the prior written consent of the other party.

(d) Notice or other communications given under this Agreement shall be deemed effective if given in writing and delivered in person or mailed by registered or certified mail, return receipt requested, postage prepaid, first class, addressed to the following addresses:

If to the Consultant, to:

Mariposa Speech Services, LLC
3145 E Chandler Blvd. Ste. 110 #117
Phoenix, AZ 85048
Attn: Danielle Lowe, MS CCC-SLP
Kristin Blanchard, MS CCC-SLP

If to the Company, to:

Coolidge Unified School District #21
450 North Arizona Boulevard
Coolidge, AZ 85128
Aaron Porianda – Director of Special Services

The designation of the person to be so notified or the address of such person for the purposes of such notice may be changed from time to time by similar notice in writing.

(e) This Agreement and its exhibits contain the entire agreement between the parties and there are no promises, agreements, conditions, undertakings, warranties or representations, oral or written, between them other than as set forth in this Agreement. If any provision of this Agreement shall be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby and each surviving provision shall be valid and enforced to the fullest extent permitted by law.

(f) Time is of the essence in the performance of all obligations of the Consultant set forth in this Agreement.

(g) Notwithstanding any provision in this Agreement to the contrary, neither the Company nor any member of the Company shall have any liability of any nature whatsoever under this Agreement and the Consultant shall look solely to assets held by and in the name of the Company for the satisfaction of any remedies of the Consultant in the event of a breach by the Company of any of its obligations hereunder.

(h) To the extent applicable under A.R.S. § 41-4401, the parties warrant their compliance with all federal immigration laws and regulations that relate to their employees and compliance with the E-verify requirements under A.R.S. § 23-214(A). A party's breach of the above-mentioned warranty shall be deemed a material breach of the Agreement and may result in the termination of the Agreement by either party under the terms of this Agreement. The parties each retain the legal right to randomly inspect the papers and records of the other party to ensure that the other party is complying with the above-mentioned warranty. The parties warrant to keep their respective papers and records open for random inspection during normal business hours by the other party. The parties shall cooperate with the other party's random inspections including granting the inspecting party entry rights onto their respective properties to perform the random inspections and waiving their respective rights to keep such papers and records confidential.

(i) Contractor certifies that it is not currently engaged in, and agrees for the duration of the contract to not engage in, a boycott of Israel.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates indicated below.

Signature
Aaron Porianda – Director of Special Services

Date

Signature
Charie Wallace – Superintendent

Date

Mariposa Speech Services LLC
Danielle Lowe M.S. CCC-SLP
Kristin Blanchard M.S. CCC-SLP

Date



Coolidge Unified School District
2021-22

Related Services Program
Speech, OT and PT

**CUSD Related Services: Speech, OT, PT
2021-22**

| Full Time Equivalency | | | | | | |
|-------------------------------------|---|-------------------------------------|---|-----------------------------------|--|--|
| West Ele 48 (SLI only 15) | Heartland Ranch Ele 25 (SLI only 7) | Preschool 34 (SLI only 6) | Preschool OT/ Child Find: 17 | Preschool PT 5 students | Junior High: 14 (SLI only 1) | High School/CAP: 16 (SLI only 1) |
| 1.0 FTE | .5 FTE | .4 FTE | .3 FTE | .1 FTE | .2 FTE | .2 FTE |

| | Speech | OT | PT |
|-----------------------------|---|---|---|
| West Ele | SLP: \$68 x 38 x 37 wks=\$95,608 Evaluations: (variable) 15= \$5,250 Total Speech: \$100,858 | | 5 students (HLR, PS, Jr) FTE .1 (4 hours each week) PT \$75 x 4 x 38 wks=11,400 Total PT: \$11,400 |
| Heartland Ranch Ele | SLP: \$68 x 20 x 37 wks=\$50,320 Evaluations: (variable) 6= \$2,100 Total Speech: \$52,420 | | |
| Preschool | SLP: \$68 x 10 x 37 wks= \$25,160 Evaluations: (variable) 20= \$7,000 Total Speech: \$32,160 | OT: \$75 x 12 x 38 wks=34,200 Evaluations: (variable) 15= \$5,250 Total OT: \$39,450 | |
| Junior High | SLP: \$68 x 8 x 37 wks=\$20,128 Evaluations: (variable) 4= \$1400 Total Speech: \$21,528 | | |
| High School/CAP | SLP: \$68 x 8 x 37wks=\$20,128 Evaluations: (variable) 4= \$1400 Total Speech: \$21,528 | | |
| Proposed Program: \$279,344 | | | |

Schedule Example

| | |
|------------------|----------------------|
| Speech | Total FTE 2.2 |
| <u>OT</u> | Total FTE .4 |
| <u>PT</u> | Total FTE .1 |

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|---------------|---------------|----------------|---|------------------------------|---------------------------------------|
| Speech | West Ele | West Ele | West Ele | West Ele | No school or students Available |
| Speech | Preschool | HLR | HLR | PS meetings PS Child Find | |
| Speech | | High School | | Junior | |
| OT | | | Preschool | PS Child Find | |
| PT | | | PS & HLR (week 1 & 3) PS & JrHS (week 2 & 4) | | |

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**


AGENDA ITEM NUMBER: BUSINESS-A. **MEETING DATE:**4/14/2021

AGENDA ITEM: Discussion and approval of the Settlement Agreement with the United States Department of Justice regarding English Learner Instruction.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Discussion and approval of the Settlement Agreement with the United States Department of Justice regarding English Learner Instruction.

INFORMATION AND SUPPORTING DATA:

Background on Investigation

In 2010, the United States Department of Justice (“USDOJ”) began an investigation into the District’s English learner programs to evaluate compliance with the Equal Education Opportunities Act (“EEOA”). The EEOA requires the District to overcome language barriers that prevent equal participation by all students in its education programs. The District was represented by Gust Rosenfeld throughout the investigation.

Over the course of the next 11 years, USDOJ conducted several site visits and made multiple records requests. USDOJ reassigned the case to several attorneys, which accounted for long periods of time when the investigation was inactive.

In March 2020, prior to the statewide closure of schools due to the pandemic, USDOJ conducted a site visit with a trial attorney and national English learner expert. Ahead of the site visit, the District again provided records to USDOJ for its English learners. During the site visit, USDOJ observed classes and conducted focus groups with teachers and administrators.

The attorney is available to discuss the agreement in executive session for legal advice.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|---------------------------------------|-------------|------------|
| Settlement Agreement - USDOJ and CUSD | 4/8/2021 | Cover Memo |

Settlement Agreement
Between
the United States
and
Coolidge Unified School District

Purpose

Coolidge Unified School District (“the District”) agrees to the terms of this Settlement Agreement (“Agreement”) and to comply fully with its provisions. The Agreement addresses and resolves the noncompliance issues raised by the United States Department of Justice (“United States”) regarding the District’s legal obligations under the Equal Educational Opportunities Act of 1974, 20 U.S.C. §§ 1701 *et seq.* (“EEOA”), which requires, *inter alia*, that school districts take “appropriate action to overcome language barriers that impede equal participation by [their] students in . . . instructional programs,” 20 U.S.C. § 1703(f).

After thoroughly reviewing aspects of the District’s program for English Learner (“EL”) students, including conducting a site visit to the District in March 2020, the United States identified a number of conditions in the District’s EL programs and practices that the District needs to address to comply with Section 1703(f) of the EEOA. Specifically, the United States concluded that the District failed to: 1) provide its EL students with appropriate and adequate language services, including services for EL students who are in the District’s Structured English Immersion (“SEI”) program, struggling academically, or Newcomers; 2) furnish its teachers with the professional development they need to implement the SEI program and meet the needs of its EL students; 3) use sufficient materials and curricula to implement its SEI program; 4) properly train its principals to evaluate teachers’ instruction to EL students; and 5) adequately assess its EL programs for effectiveness.

The parties undertake this Agreement as a means of alternative dispute resolution to avoid litigation and for the purposes of judicial and governmental economy. The District agrees to implement the remedial measures enumerated in this Agreement but admits to no violations of the EEOA. The effective date of this Agreement will be the date when both parties have signed the Agreement. The Agreement will remain in effect for three full school years following that date subject to the terms of Paragraphs 21-26 below.

The District representatives, by signing this document, give assurances that they have the authority to bind the District, including successor administrators and members of the District’s School Board, for the Agreement’s duration.

I. DEFINITIONS

- “**AZELLA**” shall mean the Arizona English Language Learner Assessment, the examination used to assess the English language proficiency of students in Arizona in grades kindergarten through twelve whose primary or home language is other than English. AZELLA shall include the initial assessment used to identify EL students and the annual assessment of their progress toward proficiency in English.
- “**Elementary Grades**” shall mean kindergarten through eighth grade.
- “**English Language Development**” or “**ELD**” shall mean the teaching of English language skills to students who are in the process of learning English and includes Targeted ELD and Integrated ELD for purposes of this Agreement.

- **“Targeted ELD”** shall mean direct, explicit instruction about the English language, to EL students at the same or comparable English Language Proficiency Levels, that provides a systematic and developmentally appropriate approach to improve English language skills, knowledge, and abilities and to support content learning in English.
- **“Integrated ELD”** shall mean ELD instruction that is provided in the general education classroom setting by embedding the ELD within core content instruction (i.e., English/Language Arts, math, science, and social studies). This instruction includes an array of teaching strategies to make core content classes more comprehensible and accessible to EL students while promoting their ELD, including: scaffolding and differentiated instruction based on English Language Proficiency Level that meets individual language needs and provides meaningful access to content instruction; teaching to language objectives that help EL students achieve content objectives; building and activating background knowledge; explicitly teaching academic vocabulary; using supplementary and adapted materials, texts, and visual displays; grouping ELs by English Language Proficiency Level; cooperative learning and group work; offering primary language support; providing comprehensible input and clarification; promoting academic discussions; teaching content-area reading and writing skills; using formative and summative assessments of language and content objectives with EL accommodations; and giving proficiency-level appropriate feedback on EL students’ language use and demonstration of content knowledge.
- Both Targeted and Integrated ELD instruction shall address the listening, speaking, reading, and writing standards in the 2019 English Language Proficiency Standards adopted by the Arizona Department of Education.
- **“English Language Proficiency Level”** shall mean the EL student’s composite level of English language skill in the four language domains (listening, speaking, reading, and writing) as determined by the AZELLA (or any future valid and reliable ELP assessment of each of the four language domains that the Arizona Department of Education uses). The AZELLA English Language Proficiency Levels are: 1) Pre-Emergent; 2) Emergent; 3) Basic; 4) Intermediate; and 5) Proficient.
- **“English Language Proficiency Standards”** shall mean the standards adopted by the Arizona Department of Education in 2019. These standards are derived from the four language domains of speaking, listening, reading, and writing, and are aligned with Arizona’s English Language Arts Standards. These standards provide benchmarks of progress for EL students at various levels or grade spans and at different English Language Proficiency Levels.
- **“English Learner students”** or **“EL students”** shall mean students who require assistance to overcome language barriers that impede their equal participation in the District’s instructional programs.

- **“Former EL student”** shall mean a student who was formerly an EL student and subsequently met valid and reliable criteria for exiting the EL program, including demonstrating proficiency on a valid and reliable assessment of English Language Proficiency in all four language domains (listening, speaking, reading, and writing).
- **“Newcomer”** shall mean any foreign-born student who scores at the Pre-Emergent to Emergent levels on the AZELLA (or the equivalent level on any future valid and reliable English Language Proficiency assessment that the Arizona Department of Education uses) and has been in United States schools for less than one year.
- **“Scaffolding”** shall mean specialized and temporary support that is tailored to an EL student’s needs and designed to support that student’s future independence. Scaffolding requires meaningful interaction with other students and with content.
- **“Secondary Grades”** shall mean ninth through twelfth grades.
- **“Structured English Immersion”** or **“SEI”** shall mean an intensive ELD approach to instruction for EL students designed to accelerate their learning of the English language. SEI shall include daily Targeted ELD and daily Integrated ELD for EL students, as defined above and consistent with the requirements below.

II. REQUIREMENTS

1. The District shall take “appropriate action to overcome language barriers that impede equal participation” by EL students in its instructional programs. 20 U.S.C. § 1703(f).

Provision of EL Services and Access to the Core Curriculum

2. Consistent with the District EL Plan required by changes in the Arizona Department of Education guidance, the District shall provide all EL students with a daily period of Targeted English Language Development (ELD)¹ such that all EL students in Elementary Grades will receive at least 300 minutes² of Targeted ELD per week and all EL students in Secondary Grades will receive at least 250 minutes of Targeted ELD per week, unless the EL

¹ In School Year (SY) 2020-21, the District is providing instruction only four days a week. Under this four-day schedule and the District’s EL Program, a daily period of targeted ELD will be approximately: (1) 60 minutes for EL students in grades K-5, with an additional 20 minutes of daily small group targeted ELD instruction within a general education class (e.g., a first-grade English Language Arts teacher pulls a small group of Pre-Emergent EL students in the class for a reading or writing activity at a separate table or in a virtual breakout room); and (2) 60 minutes for EL students in grades 6-12, with at least an additional 20 minutes of small group targeted ELD instruction within a general education class at least once per week to reach 250 minutes per week (e.g., a ninth-grade biology teacher pulls a small group of Intermediate EL students to help them conduct an experiment and write a lab report).

² All references in this Agreement to required weekly or daily minutes of student instruction or intervention services assume that the District is operating under its current four-day schedule for that day or week. See supra note 1. If the school calendar provides for a day off from instruction or a shorter school day, the District may adjust the minutes provided to account for that schedule change.

student's parents/guardians make a voluntary and informed decision in writing to opt out³ of such services.

3. For purposes of providing Targeted ELD, the District shall group EL students by their English Language Proficiency Level within a single grade to the extent possible. When necessary because of low numbers of EL students in a particular grade and English Language Proficiency Level, the District may group EL students by (a) their English Language Proficiency Level and vertically across grades (limited to two consecutive grades at the elementary level); or (b) two comparable, consecutive English Language Proficiency Levels within a single grade.

4. The District agrees to provide an additional 60 minutes per day of Targeted ELD through the grade-level English/Language Arts class for Newcomers and EL students whose English Language Proficiency Levels are Pre-Emergent or Emergent that is:

- a. taught by a teacher who (i) has the State English as a Second Language (ESL) Endorsement (an ESL-Endorsed Teacher) or meets the requirements of Paragraph 11.a; (ii) has State certification in English/Language Arts, and (iii) provides the ELs explicit Targeted ELD; or
- b. co-taught by (i) an ESL-Endorsed Teacher or a teacher who meets the requirements of Paragraph 11.a and (ii) a teacher certified in English/Language Arts who have co-planning time together, and the ESL-Endorsed Teacher (or teacher who meets the requirements of Paragraph 11.a) provides the ELs explicit Targeted ELD.

5. To ensure meaningful access to grade-level core content instruction, the District shall ensure that all EL students receive Integrated ELD in English/Language Arts, math, science, and social studies where instruction is primarily in English and teachers use effective SEI strategies (including but not limited to those in the definition of Integrated ELD above) to make lessons comprehensible to EL students while promoting their ELD. Consistent with the District's EL Plan, teachers of targeted ELD and homeroom teachers in grades K-5/content area teachers in grades 6-8 will work together on what they teach to EL students in reading and writing to reinforce content standards in their Targeted and Integrated ELD instruction.

6. Consistent with the District's EL Program, the District shall ensure that teachers of Targeted and Integrated ELD document in their lesson plans: 1) the English Language Proficiency Standards being taught and how they will be used to differentiate instruction for the different English Language Proficiency levels of EL students in the class; 2) the language and content objectives for each lesson; 3) the SEI and ELD strategies used to deliver the content to EL students; 4) the 20 minutes of small group targeted ELD instruction for EL students in the K-5 homeroom (e.g., phonological awareness activity in small group reading) and a minimum of 20 minutes of small group targeted ELD instruction for EL students in a core content class for grades 6-12; and 5) where applicable, the remote learning strategies identified by the District for EL students.

³ Opt-out ELs remain entitled to all appropriate EL accommodations on classroom and standardized assessments and may not opt out of the annual English Language Proficiency assessment.

7. All provisions of this Agreement apply equally to ELs with disabilities. No EL with a disability will be denied Targeted or Integrated ELD due to the student's disability; nor will that student be denied special education services due to his/her EL status.⁴

8. The District shall develop and implement a policy to provide interventions to EL students who are struggling with course content. These interventions shall not substitute for the Targeted and Integrated ELD requirements in this Agreement. This policy shall provide for intensive small-group interventions for at least 30 minutes a day in homogeneous groups and:

- a. For EL students struggling in English literacy, explicitly address vocabulary, listening and reading comprehension, and writing; and
- b. For EL students struggling in math, help build the foundational knowledge and the skills necessary to master grade-level course content.

Staffing and Professional Development

9. The District shall make all reasonable efforts in good faith to ensure that teachers of Targeted English Language Development (ELD) have the State's English as a Second Language (ESL) Endorsement. Such efforts shall include (a) encouraging, through monetary and other incentives, the District's current Targeted ELD teacher to pursue and obtain the ESL Endorsement within the next three years; (b) providing monetary and other incentives for Targeted ELD teachers to pursue the ESL Endorsement; (c) recruiting Targeted ELD teachers who have the ESL Endorsement or are willing to earn it within three years; and (d) requiring that any newly hired teacher of Targeted ELD who lacks the ESL Endorsement takes steps to earn it within three years of their date of hire.

10. The District shall ensure that teachers of Integrated ELD are certified in the content area and (a) have the State's ESL endorsement; (b) have the State's Structured English Immersion ("SEI") endorsement and have completed the training required by Paragraph 11 on how to use effective strategies to integrate ELD into core content to make the content accessible to EL students and promote their ELD across the four domains; or (c) have the State's SEI endorsement and are "on track" to complete this training. Being "on track" means completing the ten hours of training on effective SEI and ELD strategies per year and five hours of in-classroom support on using those strategies per year required by Paragraph 11.b.

11. Within 90 days of the effective date of this Agreement, the District will develop a professional development plan and submit the plan and the proposed training materials to implement the first year of the plan to the United States for review and approval. The District shall submit all training materials to carry out the remaining requirements of the professional development plan at least 90 days before the training session at which those materials are to be used. If the United States does not approve the professional development plan or materials, it

⁴ The District will provide Targeted and Integrated ELD to EL students with disabilities unless the District receives a valid waiver from parents/guardians or, in rare cases, a student's Individualized Education Program ("IEP") team determines and documents in the student's IEP that the student's disability is so severe that it would be unreasonable to expect that the student will ever be capable of using or understanding language. The student's parent(s)/guardian(s) must be informed in writing in a language they understand, using qualified interpreters and translators.

shall provide comments and edits to guide the District's revisions. The parties shall work cooperatively to produce a professional development plan and training materials that the United States approves. The professional development plan will provide annual training as follows:

a. All District teachers of Targeted ELD who have the State ESL Endorsement shall receive (i) five hours of in-person training on language acquisition, English Language Proficiency Standards, and research-based strategies for Targeted ELD instruction, including how to deliver small group ELD instruction effectively; and (ii) three hours of in-class support on using these strategies. If teachers of Targeted ELD lack the ESL Endorsement, they shall receive annually: (i) at least ten hours of in-person training on effective strategies for providing Targeted ELD for EL Students and (ii) at least five hours of in-classroom support on using those strategies. In-classroom support includes, but is not limited to: coaching from the trainer or an EL specialist with expertise in Targeted ELD, including co-planning Targeted ELD lessons for EL students; observing the teachers-in-training deliver these lessons in class (with modeling as appropriate from the trainer or EL specialist); and sharing constructive feedback on the observed lesson.⁵

b. All District core content teachers of EL students who lack an ESL Endorsement shall receive annually: (i) at least ten hours of in-person training on effective strategies for providing Integrated ELD for EL students and promoting their ELD in all four language domains, consistent with the definition of Integrated ELD above; and (ii) at least five hours of in-classroom support on using those strategies. In-classroom support includes, but is not limited to: coaching from the trainer or an EL specialist with expertise in Integrated ELD, including co-planning Integrated ELD lessons for EL students; observing the teachers-in-training deliver these lessons in class (with modeling as appropriate from the trainer or EL specialist); and sharing constructive feedback on the observed lesson.

c. All District teachers of EL students shall receive an initial one-day training regarding the specific language development needs of Newcomers to be completed by the beginning of the 2021-2022 school year. In addition, by December 31, 2021, the District will provide all core content Secondary Grade teachers a half-day training specifically tailored to teaching Newcomers in their subject areas and all Elementary Grade teachers a half-day training specific to meeting the language development needs of Newcomer Elementary Grade students. The professional development plan will provide this training on an annual basis for new teachers who have not previously completed the training.

d. All teachers, master and mentor teachers, and school and District administrators shall receive annual training on how to interpret data to make data-driven decisions for lesson planning, resource allocation, and professional development and support.

e. Principals and other administrators who evaluate teachers of EL students shall receive: at least five hours of training regarding their responsibilities under this Agreement; at least ten hours of training on how to identify and support effective Targeted ELD, Integrated ELD, and Newcomer-specific strategies in classroom instruction; and at least five hours of

⁵ During the unprecedented circumstances related to the coronavirus, the District may use interactive, synchronous training online toward the required "in-person" training hours and online observations and coaching toward the required "in-classroom support" hours.

training on how to use the classroom observation tool and walk-through protocols described in Paragraph 14 to provide constructive feedback to teachers during and/or after classroom walkthroughs.

12. The District shall ensure that the professional development described in Paragraph 11 is of sufficient duration and gives teachers practical instructional strategies appropriate for planning, delivering, and adapting content for EL students within the context of standards-based lesson planning, instruction, and assessment and sufficient opportunities for modeling (with expert support), practicing, and receiving feedback regarding such strategies (coaching).

13. The District shall ensure that schools' master schedules allow all teachers of Targeted ELD to:

- a. attend grade-level meetings at least bimonthly in order to support grade-level homeroom and core content teachers to integrate ELD within core content instruction; and
- b. have at least one period of protected lesson preparation time per day so they are able to plan targeted language instruction that reinforces core content being taught in the integrated setting.

14. The District shall develop a classroom observation teacher feedback tool and walk-through protocols for use by administrators and master and mentor teachers in all schools to evaluate teachers' implementation of Targeted ELD, Integrated ELD, and Newcomer-specific teaching strategies. Within 90 days of the Agreement's effective date, the District will provide its proposed classroom observation teacher feedback tool and walkthrough protocols to the United States for review and approval. If the United States does not approve the classroom observation teacher feedback tool, it shall provide comments and edits to guide the District's revisions. The parties shall work cooperatively to produce a classroom observation teacher feedback tool and walkthrough protocols that the United States approves. Within 45 days of the United States' approval of the tool, the District will train its administrators and master and mentor teachers on using the tool.

EL Materials and Curriculum

15. The District shall provide adequate instructional materials for all EL students, including Newcomers. Materials shall include sufficient age- and grade-appropriate English Language Development ("ELD") and core content materials to support all EL students, and the ELD materials shall include a Newcomers component or supplement. The District shall ensure that all ELD teachers receive training on new instructional materials prior to their use in schools.

16. The District shall develop or adopt over the course of this Agreement an ELD curriculum for both the Elementary and Secondary Grades. Within 60 days of the effective date of this Agreement, the District will submit its proposed curricula to the United States for review, comments, and approval. The District shall require teachers of Targeted and Integrated ELD to complete training on the new curricula within 60 days of the approval of the curricula by the United States and by the start of the 2021-22 school year. The District will implement the curricula by the start of the 2021-22 school year.

Program Monitoring and Evaluation

17. The District shall monitor through its electronic student information system(s): the EL student's primary and home language; the Targeted and Integrated ELD services of each EL student; the English Language Proficiency progress of current EL students through the initial and annual Arizona English Language Learner Assessment (AZELLA) in all domains and the composite score; and the academic performance of current and former EL students. To permit longitudinal evaluations of its SEI program, the District will maintain the following data over time in its electronic student information system for all students: the initial screener and annual AZELLA scores in all domains and the composite score; standardized test scores; retention, drop out, and graduation data; whether the student is a long-term EL student (i.e., identified as an EL student for six years or more), an EL student with a disability, an opt-out EL student, a former EL student, a Newcomer, or a former Newcomer; and the year that the student was designated as an EL student.

18. The District shall review the following data on a quarterly basis to ensure that all EL students are receiving the Targeted and Integrated ELD services required by this Agreement: the EL student's English Language Proficiency Levels overall and in the four language domains; the amount of Targeted ELD; the amount of Integrated ELD; whether the EL student has opted out; and whether the EL student has a disability (or has been referred for a special education evaluation, if applicable). The data review team shall include the EL Director and the EL student's teacher(s). If this review identifies EL students who are not receiving the Targeted and/or Integrated ELD services required by this Agreement or who are not making adequate progress, the District shall identify the ELD services, interventions, and other instructional approaches designed to meet their needs in a quarterly report. The District shall provide these ELD services, interventions, and/or approaches to the EL students within ten days.

19. The District shall monitor all schools for compliance with this Agreement and the effectiveness of the SEI Program. To that end, the District shall develop school-level audit procedures to evaluate the quality and effectiveness of its SEI program, based on EL students' services, students' ELP and academic performance, teacher evaluations, and staffing and resource allocations. At each school, an administrator, with the help of master teachers, will monitor the data required by Paragraphs 17 and 18 above to ensure that each EL student receives the requisite amount of Targeted and Integrated ELD instruction and makes progress academically and in acquiring English. The District also shall ensure that school administrators monitor and document evidence of EL program compliance and effectiveness through weekly observations, using the District walk-through forms and the Arizona Department of Education's SEI compliance forms, and feedback sessions with relevant staff.

20. The District will evaluate the effectiveness of its SEI program to determine whether EL students are overcoming language barriers within a reasonable period of time and participating meaningfully and equally in all of the District's educational programs. To that end, the District agrees to conduct a longitudinal cohort analysis of its SEI program at the Elementary and Secondary Grades for three full school years by disaggregating and monitoring the following data by current, former, and students who were never ELs for each EL program utilized by the District: standardized test scores; exit rates; dropout rates; graduation rates; retention-in-grade

rates; ELP assessments; and enrollment in special education and enrichment programs (e.g., gifted, honors, and Advanced Placement classes). In conducting the analysis, the District will track a cohort of EL students who were enrolled in kindergarten, third grade, sixth grade, and ninth grade in the 2020-21 school year and who remain enrolled in the District over the term of this Agreement. The analysis shall be conducted by a committee composed of the EL Director, the Human Resources Director, the Special Education Director and the school principals. The District will use the results of its longitudinal analysis to inform EL program decisions and ensure the effectiveness of every EL program.

III. REPORTING

21. The District will provide to the United States status reports in electronic format detailing its efforts to comply with this Agreement. An initial report of the information in Paragraph 21.a-b below will be provided by May 31, 2021, and that same information will be provided by October 1 of each school year for which this Agreement is in effect. A full report shall be provided by July 1 of each year the Agreement is in effect, providing a narrative describing the District's efforts to comply with each paragraph of Section II above since the last status report (or since the effective date of the Agreement in the case of the first status report), and any information and documents that demonstrate the District's efforts to comply with that paragraph, including:

- a. For each individual EL student: local student ID number; school; grade level; English Language Proficiency (ELP) Level; language background; opt out (Y or N); amount of Targeted English Language Development (ELD) instruction per week; name of Targeted ELD teacher(s); whether the Targeted ELD teacher has the English as a Second Language (ESL) endorsement (Y or N); whether the Targeted ELD teacher has completed the training required by Paragraph 11.a; the subject of each Integrated ELD class; name of the each Integrated ELD teacher; whether each Integrated ELD teacher has the ESL endorsement (Y or N); whether each Integrated ELD teacher is on track to complete the training required by Paragraph 11.b (Y, N, N/A for ESL-Endorsed Teacher); number of years identified as an EL student; long-term EL student (Y or N); Newcomer (Y or N); Newcomer status (active, former, never); special education (Y or N); primary disability; and gifted and talented (Y or N).
- b. For each school, the number of EL students in total who have not opted out and:
 - i. are not receiving any Targeted ELD;
 - ii. are not receiving the requisite amount of Targeted ELD under Paragraph 2;
 - iii. are not receiving Targeted ELD from an ESL-Endorsed Teacher;
 - iv. are not receiving appropriately grouped Targeted ELD under Paragraph 3; and
 - v. are not receiving Integrated ELD in English/Language Arts, math, science, and social studies from a teacher certified in the content area

who (i) has the ESL endorsement; or (ii) has the Structured English Immersion (SEI) endorsement and is on track to complete the training required by Paragraph 11.b.

- c. The District's professional development plans for the upcoming school year related to the implementation of this Agreement (e.g., Integrated ELD training for teachers, principal training), including each training's date, title, target audience, hours, mandatory/voluntary status, and facilitator.
- d. A report that includes the teachers, by name and subject (Targeted ELD, Integrated ELD/Social Studies), who have started, completed, or are on track to complete the professional development required by Paragraphs 11.a and 11.b, including the hours of (a) in-person training and (b) in-class support they received.
- e. A report that includes the teachers, by name and subject, who have completed the professional development on teaching Newcomers required by Paragraph 11.c.
- f. A report that includes the employees, by name and job title, who have completed the professional development required by Paragraph 11.d.
- g. A report that includes the principal/administrator training sign-in sheets, dates, agendas, and training materials for the training required by Paragraph 11.e;
- h. A list of all new EL materials, including those specific to Newcomers, acquired by the District since the prior year's inventory.
- i. A copy of each District school's monitoring report developed pursuant to Paragraph 18.
- j. The District will complete the longitudinal study described in Paragraph 20 by the end of the 2022-23 school year and provide the results of that study to the United States by August 1, 2024.

IV. ENFORCEMENT

22. The District will, for the duration of this Agreement, preserve and maintain all records and documents, including all electronically stored information, used to compile the above-referenced reports, and all other documents pertinent to its compliance with the Agreement, and will provide such information to the United States upon request.

23. The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that for purposes of monitoring this Agreement, the United States, through its representatives and any consultant or expert it may retain, has the right to conduct site visits, interview staff and students, and request such additional reports,

information, or data as are necessary for determining whether the District has fulfilled the terms of this Agreement and is in compliance with the Equal Educational Opportunities Act (“EEOA”). The United States also may speak directly with District employees who are not administrators and have questions, concerns, or other information to raise with the United States regarding the District’s obligations under the EEOA and this Agreement.

24. The District understands and acknowledges that, in the event of a breach by the District of this Agreement, the United States may initiate judicial proceedings to enforce the EEOA and the specific commitments and obligations of the District under this Agreement, provided, however, that the parties agree first to negotiate in a good faith effort to resolve the breach for 30 days or until an impasse is reached. If any part of this Agreement is for any reason held to be invalid, unlawful, or otherwise unenforceable by a court of competent jurisdiction, such decision will not affect the validity of any other part of the Agreement. The District and United States will meet within 15 days after a court’s decision to determine whether the Agreement should be revised or supplemented in response to the court’s decision.

25. This Settlement Agreement will be binding upon the successor members of the Coolidge Unified School District and successor administrators. The District understands and acknowledges that this Agreement does not relieve the District from its other obligations under the EEOA and other federal laws. The United States, consistent with its responsibility to enforce the EEOA, retains the right to investigate and, where appropriate, initiate judicial proceedings concerning any future alleged violations of the EEOA by the District.

26. The Settlement Agreement will remain in effect until 60 days after the District submits its complete report due on October 1, 2024 per Paragraph 21. The parties may, upon mutual written agreement, amend this Settlement Agreement to address changed circumstances and/or to improve the delivery of services to ELs.

27. The following signatures indicate the consent of the parties to the terms of this Agreement, which is effective upon its mutual execution.

For Coolidge Unified School District:

CHARIE WALLACE
Superintendent

For the United States:

PAMELA S. KARLAN
Principal Deputy Assistant Attorney General

SHAHEENA A. SIMONS
Acting Deputy Assistant Attorney General
Civil Rights Division

WHITNEY PELLEGRINO, Acting Chief
EMILY MCCARTHY, Deputy Chief
JAMES EICHNER, Trial Attorney
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Civil Rights Division
United States Department of Justice
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(202) 514-0462
James.Eichner@usdoj.gov
Attorneys for the United States

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: BUSINESS-B. **MEETING DATE:**4/14/2021

AGENDA ITEM: Discussion and possible action approve the letter requesting recalculation of state aid for our school district as a result of the Transwestern Pipeline litigation.

SUBMITTED BY: Alyssa Garrett, Director of Business Services

RECOMMENDED TO SUPERINTENDENT BY: Alyssa Garrett, Director of Business Services

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Discussion and possible action approve the letter requesting recalculation of state aid for our school district as a result of the Transwestern Pipeline litigation.

INFORMATION AND SUPPORTING DATA:

As a result of the Transwestern Pipeline litigation regarding property values, a portion of which lies within CUSD boundaries, CUSD has been notified by the State of Arizona and the County, that through no fault of our own, we are required to refund revenue previously received and/or budgeted due to excessive valuations for tax years 2016, 2017, 2018, 2019, and 2020.

Districts are asking for a recalculation of State Aid due to these errors. Attached is the letter that will be sent on our behalf, the estimates of the tax liability and the court orders.

The tax difference for CUSD parcels (6 total) over the 5 years is estimated at \$115,106.15.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|-----------------|-------------|------------|
| Tax estimates 1 | 4/12/2021 | Cover Memo |
| 2 | 4/12/2021 | Cover Memo |
| 3 | 4/12/2021 | Cover Memo |
| 4 | 4/12/2021 | Cover Memo |
| 5 | 4/12/2021 | Cover Memo |

| | | | | | | | |
|-------------|------------------------|-----------------|----------------|----------------|--------------------|--------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2016 | 985-32-100 | \$1,409,975.00 | \$253,796.00 | \$857,767.00 | \$154,398.00 | 2100 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.3775 | | | \$11,109.92 | \$6,758.77 | \$4,351.15 |
| 7021 | Coolidge USD #021 | | 0.946 | | \$2,400.91 | \$1,460.61 | \$940.31 |
| 8150 | Pinal Co Jr College | 2.2874 | | | \$5,805.33 | \$3,531.70 | \$2,273.63 |
| 8150 | Pinal Co Jr College | | 0.3395 | | \$861.64 | \$524.18 | \$337.46 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$126.90 | \$77.20 | \$49.70 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$20,304.70 | \$12,352.46 | \$7,952.24 |

| | | | | | | | |
|-------------|------------------------|-----------------|----------------|----------------|--------------------|--------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2017 | 985-32-100 | \$1,343,964.00 | \$241,914.00 | \$824,333.00 | \$148,380.00 | 2100 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.312 | | | \$12,850.47 | \$7,881.95 | \$4,968.53 |
| 7021 | Coolidge USD #021 | | 1.1079 | | \$2,680.17 | \$1,643.90 | \$1,036.26 |
| 8150 | Pinal Co Jr College | 2.233 | | | \$5,401.94 | \$3,313.33 | \$2,088.61 |
| 8150 | Pinal Co Jr College | | 0.3099 | | \$749.69 | \$459.83 | \$289.86 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$120.96 | \$74.19 | \$46.77 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$21,803.22 | \$13,373.19 | \$8,430.03 |

| | | | | | | | |
|-------------|------------------------|-----------------|----------------|----------------|--------------------|--------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2018 | 985-32-100 | \$1,115,634.00 | \$200,814.00 | \$832,160.00 | \$149,789.00 | 2100 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.2185 | | | \$10,479.48 | \$7,816.74 | \$2,662.74 |
| 7021 | Coolidge USD #021 | | 1.0155 | | \$2,039.27 | \$1,521.11 | \$518.16 |
| 8150 | Pinal Co Jr College | 2.1766 | | | \$4,370.92 | \$3,260.31 | \$1,110.61 |
| 8150 | Pinal Co Jr College | | 0.1857 | | \$372.91 | \$278.16 | \$94.75 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$100.41 | \$74.89 | \$25.51 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$17,362.98 | \$12,951.21 | \$4,411.77 |

| | | | | | | | |
|-------------|------------------------|-----------------|----------------|----------------|--------------------|--------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2019 | 985-32-100 | \$1,275,662.00 | \$229,619.00 | \$811,322.00 | \$146,038.00 | 2100 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.6151 | | | \$12,893.34 | \$8,200.18 | \$4,693.16 |
| 7021 | Coolidge USD #021 | | 1.1295 | | \$2,593.55 | \$1,649.50 | \$944.05 |
| 8150 | Pinal Co Jr College | 2.0833 | | | \$4,783.65 | \$3,042.41 | \$1,741.24 |
| 8150 | Pinal Co Jr College | | 0.1299 | | \$298.28 | \$189.70 | \$108.57 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$114.81 | \$73.02 | \$41.79 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$20,683.62 | \$13,154.81 | \$7,528.81 |

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|-------------|------------------------|-----------------|----------------|----------------|--------------------|--------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2020 | 985-32-100 | \$1,280,316.00 | \$230,457.00 | \$812,150.00 | \$146,187.00 | 2100 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.9226 | | | \$11,344.48 | \$7,196.20 | \$4,148.28 |
| 7021 | Coolidge USD #021 | | 1.4748 | | \$3,398.78 | \$2,155.97 | \$1,242.81 |
| 8150 | Pinal Co Jr College | 2.0193 | | | \$4,653.62 | \$2,951.95 | \$1,701.66 |
| 8150 | Pinal Co Jr College | | 0.2836 | | \$653.58 | \$414.59 | \$238.99 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$115.23 | \$73.09 | \$42.14 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$20,165.68 | \$12,791.80 | \$7,373.88 |

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|-------------|------------------------|-----------------|----------------|----------------|--------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2016 | 985-32-102 | \$696,525.00 | \$125,375.00 | \$423,735.00 | \$76,272.00 | 2102 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.3775 | | | \$5,488.29 | \$3,338.81 | \$2,149.48 |
| 7021 | Coolidge USD #021 | | 0.946 | | \$1,186.05 | \$721.53 | \$464.51 |
| 8150 | Pinal Co Jr College | 2.2874 | | | \$2,867.83 | \$1,744.65 | \$1,123.18 |
| 8150 | Pinal Co Jr College | | 0.3395 | | \$425.65 | \$258.94 | \$166.70 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$62.69 | \$38.14 | \$24.55 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$10,030.50 | \$6,102.07 | \$3,928.44 |

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|-------------|------------------------|-----------------|----------------|----------------|--------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2017 | 985-32-102 | \$663,915.00 | \$119,505.00 | \$407,219.00 | \$73,299.00 | 2102 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.312 | | | \$6,348.11 | \$3,893.64 | \$2,454.46 |
| 7021 | Coolidge USD #021 | | 1.1079 | | \$1,324.00 | \$812.08 | \$511.92 |
| 8150 | Pinal Co Jr College | 2.233 | | | \$2,668.55 | \$1,636.77 | \$1,031.78 |
| 8150 | Pinal Co Jr College | | 0.3099 | | \$370.35 | \$227.15 | \$143.19 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$59.75 | \$36.65 | \$23.10 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$10,770.75 | \$6,606.29 | \$4,164.45 |

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|-------------|------------------------|-----------------|----------------|----------------|-------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2018 | 985-32-102 | \$551,144.00 | \$99,206.00 | \$411,103.00 | \$73,998.00 | 2102 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.2185 | | | \$5,177.07 | \$3,861.59 | \$1,315.48 |
| 7021 | Coolidge USD #021 | | 1.0155 | | \$1,007.44 | \$751.45 | \$255.99 |
| 8150 | Pinal Co Jr College | 2.1766 | | | \$2,159.32 | \$1,610.64 | \$548.68 |
| 8150 | Pinal Co Jr College | | 0.1857 | | \$184.23 | \$137.41 | \$46.81 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$49.60 | \$37.00 | \$12.60 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$8,577.65 | \$6,398.09 | \$2,179.56 |

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|-------------|------------------------|-----------------|----------------|----------------|--------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2019 | 985-32-102 | \$630,201.00 | \$113,436.00 | \$400,808.00 | \$72,146.00 | 2102 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.6151 | | | \$6,369.54 | \$4,051.07 | \$2,318.47 |
| 7021 | Coolidge USD #021 | | 1.1295 | | \$1,281.26 | \$814.89 | \$466.37 |
| 8150 | Pinal Co Jr College | 2.0833 | | | \$2,363.21 | \$1,503.02 | \$860.19 |
| 8150 | Pinal Co Jr College | | 0.1299 | | \$147.35 | \$93.72 | \$53.64 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$56.72 | \$36.07 | \$20.65 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$10,218.09 | \$6,498.77 | \$3,719.32 |

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|-------------|------------------------|-----------------|----------------|----------------|-------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2020 | 985-32-102 | \$632,500.00 | \$113,850.00 | \$401,217.00 | \$72,219.00 | 2102 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.9226 | | | \$5,604.38 | \$3,555.05 | \$2,049.33 |
| 7021 | Coolidge USD #021 | | 1.4748 | | \$1,679.06 | \$1,065.09 | \$613.97 |
| 8150 | Pinal Co Jr College | 2.0193 | | | \$2,298.97 | \$1,458.32 | \$840.65 |
| 8150 | Pinal Co Jr College | | 0.2836 | | \$322.88 | \$204.81 | \$118.07 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$56.93 | \$36.11 | \$20.82 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$9,962.22 | \$6,319.38 | \$3,642.84 |

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|-------------|------------------------|-----------------|----------------|----------------|-------------------|-------------------|-------------------|
| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2016 | 985-32-106 | \$682,770.00 | \$122,899.00 | \$415,367.00 | \$74,766.00 | 2106 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.3775 | | | \$5,379.90 | \$3,272.88 | \$2,107.02 |
| 7021 | Coolidge USD #021 | | 0.946 | | \$1,162.62 | \$707.29 | \$455.34 |
| 8150 | Pinal Co Jr College | 2.2874 | | | \$2,811.19 | \$1,710.20 | \$1,100.99 |
| 8150 | Pinal Co Jr College | | 0.3395 | | \$417.24 | \$253.83 | \$163.41 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$61.45 | \$37.38 | \$24.07 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$9,832.41 | \$5,981.58 | \$3,850.83 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2017 | 985-32-106 | \$650,804.00 | \$117,145.00 | \$399,177.00 | \$71,852.00 | 2106 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.312 | | | \$6,222.74 | \$3,816.78 | \$2,405.96 |
| 7021 | Coolidge USD #021 | | 1.1079 | | \$1,297.85 | \$796.05 | \$501.80 |
| 8150 | Pinal Co Jr College | 2.233 | | | \$2,615.85 | \$1,604.46 | \$1,011.39 |
| 8150 | Pinal Co Jr College | | 0.3099 | | \$363.03 | \$222.67 | \$140.36 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$58.57 | \$35.93 | \$22.65 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$10,558.04 | \$6,475.88 | \$4,082.17 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2018 | 985-32-106 | \$540,261.00 | \$97,247.00 | \$402,985.00 | \$72,537.00 | 2106 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.2185 | | | \$5,074.83 | \$3,785.34 | \$1,289.49 |
| 7021 | Coolidge USD #021 | | 1.0155 | | \$987.54 | \$736.61 | \$250.93 |
| 8150 | Pinal Co Jr College | 2.1766 | | | \$2,116.68 | \$1,578.84 | \$537.84 |
| 8150 | Pinal Co Jr College | | 0.1857 | | \$180.59 | \$134.70 | \$45.89 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$48.62 | \$36.27 | \$12.36 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$8,408.27 | \$6,271.77 | \$2,136.50 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2019 | 985-32-106 | \$617,756.00 | \$111,196.00 | \$392,893.00 | \$70,721.00 | 2106 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.6151 | | | \$6,243.77 | \$3,971.05 | \$2,272.71 |
| 7021 | Coolidge USD #021 | | 1.1295 | | \$1,255.96 | \$798.79 | \$457.17 |
| 8150 | Pinal Co Jr College | 2.0833 | | | \$2,316.55 | \$1,473.33 | \$843.22 |
| 8150 | Pinal Co Jr College | | 0.1299 | | \$144.44 | \$91.87 | \$52.58 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$55.60 | \$35.36 | \$20.24 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$10,016.31 | \$6,370.41 | \$3,645.91 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2020 | 985-32-106 | \$620,010.00 | \$111,602.00 | \$393,294.00 | \$70,793.00 | 2106 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.9226 | | | \$5,493.72 | \$3,484.86 | \$2,008.86 |
| 7021 | Coolidge USD #021 | | 1.4748 | | \$1,645.91 | \$1,044.06 | \$601.85 |
| 8150 | Pinal Co Jr College | 2.0193 | | | \$2,253.58 | \$1,429.52 | \$824.06 |
| 8150 | Pinal Co Jr College | | 0.2836 | | \$316.50 | \$200.77 | \$115.73 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$55.80 | \$35.40 | \$20.40 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$9,765.51 | \$6,194.60 | \$3,570.91 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2016 | 985-32-125 | \$3,300,640.00 | \$594,115.00 | \$2,007,964.00 | \$361,433.00 | 2125 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.3775 | | | \$26,007.38 | \$15,821.73 | \$10,185.65 |
| 7021 | Coolidge USD #021 | | 0.946 | | \$5,620.33 | \$3,419.16 | \$2,201.17 |
| 8150 | Pinal Co Jr College | 2.2874 | | | \$13,589.79 | \$8,267.42 | \$5,322.37 |
| 8150 | Pinal Co Jr College | | 0.3395 | | \$2,017.02 | \$1,227.07 | \$789.96 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$297.06 | \$180.72 | \$116.34 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$47,531.58 | \$28,916.09 | \$18,615.49 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2017 | 985-32-125 | \$3,146,113.00 | \$566,300.00 | \$1,929,698.00 | \$347,346.00 | 2125 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.312 | | | \$30,081.86 | \$18,451.02 | \$11,630.84 |
| 7021 | Coolidge USD #021 | | 1.1079 | | \$6,274.04 | \$3,848.25 | \$2,425.79 |
| 8150 | Pinal Co Jr College | 2.233 | | | \$12,645.48 | \$7,756.24 | \$4,889.24 |
| 8150 | Pinal Co Jr College | | 0.3099 | | \$1,754.96 | \$1,076.43 | \$678.54 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$283.15 | \$173.67 | \$109.48 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$51,039.49 | \$31,305.60 | \$19,733.89 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2018 | 985-32-125 | \$2,611,722.00 | \$470,110.00 | \$1,948,104.00 | \$350,659.00 | 2125 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.2185 | | | \$24,532.69 | \$18,299.14 | \$6,233.55 |
| 7021 | Coolidge USD #021 | | 1.0155 | | \$4,773.97 | \$3,560.94 | \$1,213.02 |
| 8150 | Pinal Co Jr College | 2.1766 | | | \$10,232.41 | \$7,632.44 | \$2,599.97 |
| 8150 | Pinal Co Jr College | | 0.1857 | | \$872.99 | \$651.17 | \$221.82 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$235.06 | \$175.33 | \$59.73 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$40,647.12 | \$30,319.03 | \$10,328.09 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2019 | 985-32-125 | \$2,986,352.00 | \$537,543.00 | \$1,899,323.00 | \$341,878.00 | 2125 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.6151 | | | \$30,183.58 | \$19,196.79 | \$10,986.79 |
| 7021 | Coolidge USD #021 | | 1.1295 | | \$6,071.55 | \$3,861.51 | \$2,210.04 |
| 8150 | Pinal Co Jr College | 2.0833 | | | \$11,198.63 | \$7,122.34 | \$4,076.29 |
| 8150 | Pinal Co Jr College | | 0.1299 | | \$698.27 | \$444.10 | \$254.17 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$268.77 | \$170.94 | \$97.83 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$48,420.80 | \$30,795.69 | \$17,625.11 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2020 | 985-32-125 | \$2,997,247.00 | \$539,504.00 | \$1,901,260.00 | \$342,227.00 | 2125 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.9226 | | | \$26,557.62 | \$16,846.47 | \$9,711.16 |
| 7021 | Coolidge USD #021 | | 1.4748 | | \$7,956.60 | \$5,047.16 | \$2,909.44 |
| 8150 | Pinal Co Jr College | 2.0193 | | | \$10,894.20 | \$6,910.59 | \$3,983.61 |
| 8150 | Pinal Co Jr College | | 0.2836 | | \$1,530.03 | \$970.56 | \$559.48 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$269.75 | \$171.11 | \$98.64 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$47,208.22 | \$29,945.89 | \$17,262.33 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2016 | 985-32-118 | \$102,333.00 | \$18,420.00 | \$62,255.00 | \$11,206.00 | 2118 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.3775 | | | \$806.34 | \$490.54 | \$315.79 |
| 7021 | Coolidge USD #021 | | 0.946 | | \$174.25 | \$106.01 | \$68.24 |
| 8150 | Pinal Co Jr College | 2.2874 | | | \$421.34 | \$256.33 | \$165.01 |
| 8150 | Pinal Co Jr College | | 0.3395 | | \$62.54 | \$38.04 | \$24.49 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$9.21 | \$5.60 | \$3.61 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$1,473.67 | \$896.52 | \$577.15 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2017 | 985-32-118 | \$97,543.00 | \$17,558.00 | \$59,829.00 | \$10,769.00 | 2118 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.312 | | | \$932.68 | \$572.05 | \$360.63 |
| 7021 | Coolidge USD #021 | | 1.1079 | | \$194.53 | \$119.31 | \$75.22 |
| 8150 | Pinal Co Jr College | 2.233 | | | \$392.07 | \$240.47 | \$151.60 |
| 8150 | Pinal Co Jr College | | 0.3099 | | \$54.41 | \$33.37 | \$21.04 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$8.78 | \$5.38 | \$3.39 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$1,582.47 | \$970.59 | \$611.88 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2018 | 985-32-118 | \$80,974.00 | \$14,575.00 | \$60,399.00 | \$10,872.00 | 2118 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.2185 | | | \$760.60 | \$567.36 | \$193.24 |
| 7021 | Coolidge USD #021 | | 1.0155 | | \$148.01 | \$110.41 | \$37.60 |
| 8150 | Pinal Co Jr College | 2.1766 | | | \$317.24 | \$236.64 | \$80.60 |
| 8150 | Pinal Co Jr College | | 0.1857 | | \$27.07 | \$20.19 | \$6.88 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$7.29 | \$5.44 | \$1.85 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$1,260.20 | \$940.03 | \$320.17 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2019 | 985-32-118 | \$92,589.00 | \$16,666.00 | \$58,887.00 | \$10,600.00 | 2118 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 5.6151 | | | \$935.81 | \$595.20 | \$340.61 |
| 7021 | Coolidge USD #021 | | 1.1295 | | \$188.24 | \$119.73 | \$68.52 |
| 8150 | Pinal Co Jr College | 2.0833 | | | \$347.20 | \$220.83 | \$126.37 |
| 8150 | Pinal Co Jr College | | 0.1299 | | \$21.65 | \$13.77 | \$7.88 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$8.33 | \$5.30 | \$3.03 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$1,501.24 | \$954.83 | \$546.41 |

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| Year | Parcel | PP Actual Value | PP Assed Value | Proposed Value | Proposed Assd | Area Code | |
| 2020 | 985-32-118 | \$92,927.00 | \$16,727.00 | \$58,947.00 | \$10,610.00 | 2118 | |
| Authority # | Tax Authority | Prm Rate | Sec Rate | | Current Tax | New Tax | Difference |
| 7021 | Coolidge USD #021 | 4.9226 | | | \$823.40 | \$522.29 | \$301.12 |
| 7021 | Coolidge USD #021 | | 1.4748 | | \$246.69 | \$156.48 | \$90.21 |
| 8150 | Pinal Co Jr College | 2.0193 | | | \$337.77 | \$214.25 | \$123.52 |
| 8150 | Pinal Co Jr College | | 0.2836 | | \$47.44 | \$30.09 | \$17.35 |
| 30002 | Cntrl AZ Vly Inst Tech | | 0.05 | | \$8.36 | \$5.31 | \$3.06 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$0.00 | \$0.00 | \$0.00 |
| | | | | | \$1,463.66 | \$928.41 | \$535.26 |

_____ **School District No. ____ of Yavapai County**
Address
City, State, Zip Code
Phone Number
Email

Date

Via e-mail to Kathy.Hoffman@azed.gov

Arizona Department of Education
Kathy Hoffman, Superintendent of Public Instruction
1535 West Jefferson Street
Phoenix, AZ 85007

Via e-mail to SchoolFinance@azed.gov

Arizona Department of Education
School Finance Division
1535 West Jefferson Street
Phoenix, AZ 85007

Re: Transwestern Pipeline Litigation, Request for Recalculation of State Aid, Pursuant to A.R.S. § 15-915(B)

Dear Ms. Hoffman and To Whom It May Concern in School Finance Division:

Our school district has been notified by the State of Arizona and our County, that through no fault of our own, our school district is being required to refund revenue previously received and/or budgeted due to excessive valuations for tax years 2016, 2017, 2018, 2019, and 2020 by the Arizona Department of Revenue for the Transwestern Pipeline that operates within our school district boundaries, as entered by a court Judgment pursuant to A.R.S. §§ 42-16213, 42-16214, and 42-16215.

The refund and reduced revenue that we have been ordered to pay for tax years 2016, 2017, 2018, 2019, and 2020 are included in the attached spreadsheet totaling \$ _____. These tax dollars have been spent and are no longer within our control.

With this letter and school district Governing Board action as evidenced by the Authorization and Certification of Request below, our school district is requesting a "Recalculation of State Aid" for budget limit errors due to a change in assessed valuation of the Transwestern Pipeline that occurred as the result of a judgment in accordance with A.R.S. § 42-16213, as outlined in A.R.S. § 15-915(B). Therefore, our school district is requesting a recalculation of state aid and reimbursement of funds according to the state funding formula.

We greatly appreciate your assistance in this matter. Thank you.

Attachments: Letter from Yavapai County Attorney's Office dated October 20, 2020, with litigation estimates
Spreadsheet showing the judgment amounts (with interest)

-Authorization and Certification of Request-

The Governing Board of _____ School District No. _____, at a duly called meeting, held on _____, 2021, hereby voted in the affirmative by a _____ vote to "Respectfully Request that the Superintendent of Public Instruction direct the staff of the Arizona Department of Education for a "recalculation of state aid for our school district as a result of the Transwestern Pipeline litigation and judgment and provide the appropriate reimbursement as outlined in A.R.S. 15-915(B)."

Board President _____

Board Member _____

Board Member _____

Board Member _____

Board Member _____

A copy of the Governing Board Minutes for this action may be obtained from our website.

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: HUMAN
RESOURCES-A.

MEETING DATE:4/14/2021

AGENDA ITEM: Discussion and possible approval of the All Staff Retention Stipends for Staff Members Returning for the 2021-2022 school year.

SUBMITTED BY: Dawn Dee Hodge, Director of Human Resources

RECOMMENDED TO SUPERINTENDENT BY: Dawn Dee Hodge, Director of Human Resources

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Discussion and possible approval of the All Staff Retention Stipends for Staff Members Returning for the 2021-2022 school year.

Provided the CUSD ESSER I and ESSER II funds are approved, it is recommended that the Governing Board approve the amounts listed as a stipend for all returning staff members to be paid out in two installments (July and December).

INFORMATION AND SUPPORTING DATA:

The Elementary and Secondary School Emergency Relief (ESSER) funds are allocated to school districts based on the number of students or school sites that qualify for Title 1 funding. These are highly flexible funds that are designed to help address local relief, prevention and preparation, and recovery efforts relative to responding to COVID-19. Allowances are also provided for funding new staff and retention stipends for returning staff. The stipend amounts provided are a reflection of 5% of each individual's total contracted or work agreement amount for FY21. CUSD was unable to provide raises for FY22 based on the uncertainty of student enrollment. Returning staff members will receive these funds as a one time stipend to be paid out in two different installments during the course of FY22. Employees will receive the stipend as a result of returning to CUSD for the 2021-2022 school year.

PROJECTED COST:
Approximately \$557,000

FUNDING SOURCE:
Elementary and Secondary School Emergency Relief
(ESSER) Fund

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

Description

5% Stipend Amounts

Upload Date

4/8/2021

Type

Cover Memo

| Name | DAC | Description | Contracted or Work Agreement Amount | 5% |
|-------------------------|-------------------------|--------------------------|---|------------|
| A LA TORRE, REGINA DAVI | COOLIDGE HIGH SCHOOL | PARA PRO | \$17,348.50 | \$867.43 |
| ABRAHAM, POLLY ANNA | DISTRICT OFFICES | MEDICAID COORDINATOR | \$18,240.00 | \$912.00 |
| ACOSTA, PATRICIA H | COOLIDGE JR. HIGH | INSTRUCTIONAL AID | \$17,348.50 | \$867.43 |
| ADAMS, ROXANNE M | COOLIDGE ALTERNATIVE PR | MEDICAL ASSISTANT | \$27,800.00 | \$1,390.00 |
| AGUILAR, CHRISTY | HEARTLAND RANCH | BEHAVIOR TECH | \$18,212.00 | \$910.60 |
| ALDERETE, LYDIA | FOOD SERVICE | FOOD SERVICE WORKER | \$9,720.00 | \$486.00 |
| ALEMAN, DANIEL | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$21,195.00 | \$1,059.75 |
| AREVALOS, IRIS V | WEST ELEMENTARY | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| ARMSTRONG, BEN DAVID | COOLIDGE HIGH SCHOOL | PRINCIPAL HIGH SCHOOL | \$94,964.00 | \$4,748.20 |
| ARROYOS, JESSIE I | HEARTLAND RANCH | PRINCIPAL K-6 | \$94,507.00 | \$4,725.35 |
| ASCHAUER, MARY ELLEN | COOLIDGE JR. HIGH | TEACHER SPED CROSS CAT | \$49,188.30 | \$2,459.42 |
| AVILA, LISA L | FOOD SERVICE | FOOD SERVICE SUPERVISOR | \$55,080.00 | \$2,754.00 |
| BAKER, JOSEPHINE L | WEST ELEMENTARY | TEACHER GRADE 5 | \$52,132.48 | \$2,606.62 |
| BAKER, ROBYN | WEST ELEMENTARY | TEACHER GRADE 1 | \$48,772.50 | \$2,438.63 |
| BAMFORD, TIMOTHY A | MAINTENANCE/TRANSPORT | CDL DRIVER | \$14,880.00 | \$744.00 |
| BARBOZA, ENEDINA | WEST ELEMENTARY | TEACHER SPED AUTISM | \$51,631.62 | \$2,581.58 |
| BARRETT, RYAN M | HEARTLAND RANCH | TEACHER PHYSICAL EDUCAT | \$42,143.00 | \$2,107.15 |
| BEETS, SHANTE L | WEST ELEMENTARY | TEACHER GRADE 2 | \$51,151.80 | \$2,557.59 |
| BLATZ, AMANDA | COOLIDGE HIGH SCHOOL | PARA PRO | \$16,328.00 | \$816.40 |
| BOHLEN, SHARI K | HEARTLAND RANCH | TEACHER GRADE 6 | \$61,500.98 | \$3,075.05 |
| BOJORQUEZ, JUANA DOLO | CURRICULUM | MIGRANT COORDINATOR | \$33,440.00 | \$1,672.00 |
| BORBOA, FRANK A | MAINTENANCE/TRANSPORT | SKILLED MAINTENANCE | \$45,980.00 | \$2,299.00 |
| BOWMAN, ANGELA | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$21,195.00 | \$1,059.75 |
| BRAVO ROMERO, ERIKA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$26,125.00 | \$1,306.25 |
| BRAY, CLAYTON G | MAINTENANCE/TRANSPORT | NON CDL DRIVER | \$7,776.00 | \$388.80 |
| BRUNO, MARC ANTHONY | COOLIDGE ALTERNATIVE PR | PRINCIPAL HIGH SCHOOL | \$86,000.00 | \$4,300.00 |
| CALL, MELONIE J | HEARTLAND RANCH | TEACHER SPED SELF CONTA | \$50,152.20 | \$2,507.61 |
| CALLAHAN, RICHARD | COOLIDGE HIGH SCHOOL | TEACHER ROTC | \$78,000.00 | \$3,900.00 |
| CANDELARIA, LORENA | WEST ELEMENTARY | TEACHER MUSIC | \$58,525.95 | \$2,926.30 |
| CARDENAS, CYNTHIA ANN | WEST ELEMENTARY | TEACHER GRADE 5 | \$59,440.52 | \$2,972.03 |
| CARDONA, ANDREA G. | COOLIDGE HIGH SCHOOL | CTE COORDINATOR | \$73,813.00 | \$3,690.65 |
| CAVANAUGH, MONICA | COOLIDGE HIGH SCHOOL | TEACHER MATH | \$57,877.05 | \$2,893.85 |
| CHAPMAN, CLAUDE | COOLIDGE HIGH SCHOOL | ASST PRINCIPAL HIGH SCHO | \$73,500.00 | \$3,675.00 |
| CHAPMAN, LA MAR | COOLIDGE JR. HIGH | TEACHER MID GR SOC STUD | \$59,002.86 | \$2,950.14 |
| CHAVEZ, VERONICA A | COOLIDGE HIGH SCHOOL | CLERK I - OFFICE | \$20,410.00 | \$1,020.50 |
| CHERRY, WANDA JEAN | COOLIDGE HIGH SCHOOL | PARA PRO | \$18,015.75 | \$900.79 |
| CHUIGO, ANISE N. | HEARTLAND RANCH | REGISTRAR | \$35,530.00 | \$1,776.50 |
| CLEMANS, PEGGY LYNN | COOLIDGE JR. HIGH | REGISTRAR | \$35,530.00 | \$1,776.50 |
| CLUBB, MELISSA | WEST ELEMENTARY | MEDIA AIDE | \$15,260.40 | \$763.02 |
| COLEMAN, TAMARA | HEARTLAND RANCH | TEACHER SPED RESOURCE | \$57,220.80 | \$2,861.04 |
| COOPER, CHRISTINA MAR | WEST ELEMENTARY | MASTER TEACHER | \$60,251.85 | \$3,012.59 |
| CORTEZ, ISABEL CRISTINA | WEST ELEMENTARY | CUSTODIAN | \$28,215.00 | \$1,410.75 |
| CRISWELL, ELIZABETH | COOLIDGE HIGH SCHOOL | TEACHER READING SPECIAL | \$57,753.58 | \$2,887.68 |
| DALFREY, BRIANA L | WEST ELEMENTARY | PARA PRO | \$16,328.00 | \$816.40 |
| DANIELS, ANDREW J | WEST ELEMENTARY | CUSTODIAN | \$8,478.00 | \$423.90 |
| DE LA ROSA, KYLEA | SUPERINTENDENT | EXECUTIVE STAFF ASSISTAN | \$37,620.00 | \$1,881.00 |
| DECKER, MIKE | COOLIDGE HIGH SCHOOL | TEACHER MATH | \$62,452.99 | \$3,122.65 |
| DELSI, TREY | FOOD SERVICE | FOOD SERVICE WORKER | \$7,776.00 | \$388.80 |

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|--------------------------|-------------------------|----------------------------|-------------|------------|
| DICKERSON, DENISE A | COOLIDGE ALTERNATIVE PR | ADMINISTRATIVE ASSISTANT | \$35,530.00 | \$1,776.50 |
| DICKERSON, HARDY L | MAINTENANCE/TRANSPORT | GROUNDWORKER | \$28,350.00 | \$1,417.50 |
| DICKINSON, ROBERT J | SPECIAL ED/SP. SERVICES | PSYCHOLOGIST | \$75,000.00 | \$3,750.00 |
| DIX, YVETTE | COOLIDGE HIGH SCHOOL | ASST PRINCIPAL HIGH SCHOOL | \$83,106.00 | \$4,155.30 |
| DOWNS, COREY | COOLIDGE JR. HIGH | TEACHER READING | \$54,185.25 | \$2,709.26 |
| DOWNS, TONYA | WEST ELEMENTARY | TEACHER KINDERGARTEN | \$48,533.10 | \$2,426.66 |
| DRAKE, MARK A | COOLIDGE HIGH SCHOOL | TEACHER SCIENCE | \$48,822.89 | \$2,441.14 |
| DUNCAN, SHARELL | MAINTENANCE/TRANSPORT | CDL DRIVER | \$19,200.00 | \$960.00 |
| ELIZARRARAZ, MARIA | HEARTLAND RANCH | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| ENGEL, DANA | HEARTLAND RANCH | TEACHER KINDERGARTEN | \$44,964.15 | \$2,248.21 |
| EWALD, DAVID | MAINTENANCE/TRANSPORT | LEAD MECHANIC | \$31,200.00 | \$1,560.00 |
| FELIX, ERIKA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$26,125.00 | \$1,306.25 |
| FELIX, YOLANDA S | BUSINESS SERVICES | SPECIALIST - STUDENT ACTI | \$43,890.00 | \$2,194.50 |
| FERGUSON, G W TAYNE | COOLIDGE HIGH SCHOOL | TEACHER | \$44,250.15 | \$2,212.51 |
| FERGUSON, IRVIN MAX | MAINTENANCE/TRANSPORT | CDL DRIVER | \$22,400.00 | \$1,120.00 |
| FERGUSON, KELLY M | WEST ELEMENTARY | ASST PRINCIPAL K-6 | \$68,000.00 | \$3,400.00 |
| FIERRO, ANDREA | COOLIDGE HIGH SCHOOL | ADMINISTRATIVE ASSISTANT | \$32,395.00 | \$1,619.75 |
| FINNICUM, MICHELLE LEE | HEARTLAND RANCH | TEACHER SPED RESOURCE | \$52,381.10 | \$2,619.06 |
| FLOWERS, JUSTIN BLAIN | COOLIDGE ALTERNATIVE PR | TEACHER SPED ED | \$56,031.15 | \$2,801.56 |
| FOWLER, BEVERLY ANN | COOLIDGE ALTERNATIVE PR | TEACHER | \$56,831.89 | \$2,841.59 |
| FRALEY, DANNY | MAINTENANCE/TRANSPORT | CDL DRIVER | \$21,120.00 | \$1,056.00 |
| GALE, MICHELE ANN | COOLIDGE HIGH SCHOOL | TEACHER MATH | \$57,750.00 | \$2,887.50 |
| GANGLOFF, PAIGE | COOLIDGE HIGH SCHOOL | TEACHER CTE | \$44,250.15 | \$2,212.51 |
| GARCIA-BRESEE, ROSE MA | COOLIDGE HIGH SCHOOL | MASTER TEACHER | \$59,002.71 | \$2,950.14 |
| GARCIA, DELICIA | WEST ELEMENTARY | TEACHER KINDERGARTEN | \$53,130.03 | \$2,656.50 |
| GARCIA, IRMA M | COOLIDGE HIGH SCHOOL | TEACHER SOCIAL STUDIES | \$58,525.95 | \$2,926.30 |
| GARCIA, JOSEPH E | WEST ELEMENTARY | PARA PRO | \$18,444.00 | \$922.20 |
| GARCIA, JULIO A | MAINTENANCE/TRANSPORT | MAINTENANCE SUPERVISOR | \$52,229.00 | \$2,611.45 |
| GARRETT, ALYSSA ANN | BUSINESS SERVICES | DIRECTOR - BUSINESS SERV | \$91,304.00 | \$4,565.20 |
| GAWEL, HALEY | WEST ELEMENTARY | TEACHER | \$46,462.88 | \$2,323.14 |
| GIESEN, BRENDA J | HEARTLAND RANCH | PARA PRO | \$16,956.00 | \$847.80 |
| GILG, PAMELA M | COOLIDGE JR. HIGH | PARA PRO | \$18,015.75 | \$900.79 |
| GILL-WILLIAMS, NADIA CH | SPECIAL ED/SP. SERVICES | PSYCHOLOGIST | \$66,000.00 | \$3,300.00 |
| GILLESPIE, JENNIFER JEAN | HEARTLAND RANCH | TEACHER | \$45,304.70 | \$2,265.24 |
| GLASS, REGINA | COOLIDGE HIGH SCHOOL | SECURITY GUARD | \$21,195.00 | \$1,059.75 |
| GONZALES-LAWRENCE, GE | WEST ELEMENTARY | TEACHER ELL | \$54,185.25 | \$2,709.26 |
| GONZALES, ANITA MARCE | MAINTENANCE/TRANSPORT | BUS MONITOR | \$7,874.00 | \$393.70 |
| GONZALES, ANTHONY P. | COOLIDGE HIGH SCHOOL | TEACHER ON SPECIAL ASSIS | \$66,213.00 | \$3,310.65 |
| GONZALES, DELIA | WEST ELEMENTARY | PARA PRO | \$16,328.00 | \$816.40 |
| GONZALES, KATHLEEN R | WEST ELEMENTARY | TEACHER GRADE 1 | \$57,753.58 | \$2,887.68 |
| GONZALES, LUPE ACUNA | COOLIDGE JR. HIGH | TEACHER MATH | \$51,507.00 | \$2,575.35 |
| GONZALES, MICHELLE L | COOLIDGE HIGH SCHOOL | TEACHER | \$47,145.66 | \$2,357.28 |
| GONZALES, RAY | FOOD SERVICE | FOOD SERVICE WORKER SU | \$9,720.00 | \$486.00 |
| GUENTHER, KARL | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$53,550.00 | \$2,677.50 |
| GUERRERO, LISSETTE | HEARTLAND RANCH | PARA PRO | \$16,328.00 | \$816.40 |
| GUILLEN, GRACIELA | MAINTENANCE/TRANSPORT | CDL DRIVER | \$16,800.00 | \$840.00 |
| GUPTA, DEEPIKA KUMARI | COOLIDGE HIGH SCHOOL | TEACHER SCIENCE | \$67,441.03 | \$3,372.05 |
| HEADLEY, ROSANNE E | HEARTLAND RANCH | TEACHER ON SPECIAL ASSIS | \$64,872.39 | \$3,243.62 |
| HENDRIE, CHAD | COOLIDGE JR. HIGH | TEACHER PHYSICAL EDUCAT | \$51,388.05 | \$2,569.40 |
| HENRY, HELEN | HUMAN RESOURCES | CLERK I - OFFICE | \$31,350.00 | \$1,567.50 |
| HENRY, TEENA | CURRICULUM | HOMELESS LIAISON | \$33,440.00 | \$1,672.00 |
| HERNANDEZ, CARLOS | COOLIDGE JR. HIGH | SECURITY GUARD | \$21,195.00 | \$1,059.75 |

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|-------------------------|-------------------------|--------------------------|-------------|------------|
| HERRERA, CONNIE | COOLIDGE JR. HIGH | TEACHER READING SPECIAL | \$63,502.02 | \$3,175.10 |
| HERRERA, TRENTON NEIL | COOLIDGE HIGH SCHOOL | TEACHER PHYSICAL EDUCAT | \$56,877.98 | \$2,843.90 |
| HIGUERA DE OJEDA, ROSA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| HILD, ANDREA | HEARTLAND RANCH | MASTER TEACHER | \$54,958.19 | \$2,747.91 |
| HILL, LISA A | WEST ELEMENTARY | TEACHER KINDERGARTEN | \$59,022.71 | \$2,951.14 |
| HODGE, DAWN DEE | HUMAN RESOURCES | DIRECTOR - HUMAN RESOU | \$94,964.00 | \$4,748.20 |
| HOKE, KIMBERLY ANN | COOLIDGE JR. HIGH | TEACHER MATH | \$64,997.43 | \$3,249.87 |
| HOLLAND, ANA LUISA | CURRICULUM | ELL COORD/MIGRANT INTE | \$63,846.15 | \$3,192.31 |
| HONEA, SAM L | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$59,160.00 | \$2,958.00 |
| HUDSON, CYNTHIA | WEST ELEMENTARY | ADMINISTRATIVE ASSISTAN | \$32,240.00 | \$1,612.00 |
| JACOBS, GUY D | COOLIDGE ALTERNATIVE PR | TEACHER NON-TRAD | \$54,006.18 | \$2,700.31 |
| JANTZ, KENNETH RAY JR | COOLIDGE JR. HIGH | TEACHER MID GR SCIENCE | \$55,255.32 | \$2,762.77 |
| JANTZ, REGINA | COOLIDGE JR. HIGH | TEACHER MID GR ENGLISH | \$52,458.71 | \$2,622.94 |
| JOHNSON, JEREMIAH | COOLIDGE HIGH SCHOOL | TEACHER SOCIAL STUDIES | \$57,225.00 | \$2,861.25 |
| JOHNSTON, JEANNE MARI | COOLIDGE HIGH SCHOOL | NURSE | \$52,133.00 | \$2,606.65 |
| JONES, ALEJANDRA | FOOD SERVICE | ADMINISTRATIVE ASSISTAN | \$32,395.00 | \$1,619.75 |
| JONES, CHRISTI L | COOLIDGE HIGH SCHOOL | TEACHER ART | \$59,194.33 | \$2,959.72 |
| JONES, JEDEDIAH J | FOOD SERVICE | CLERK | \$31,350.00 | \$1,567.50 |
| JONES, JOHNNY GLENN | FOOD SERVICE | FOOD SERVICE WORKER | \$26,334.00 | \$1,316.70 |
| JONES, STEPHEN WAYNE | MAINTENANCE/TRANSPORT | SKILLED MAINTENANCE | \$33,440.00 | \$1,672.00 |
| JORDAN, JOHANNA L | WEST ELEMENTARY | PARA PRO | \$16,328.00 | \$816.40 |
| JORDAN, LINDA D | COOLIDGE ALTERNATIVE PR | PARA PRO | \$15,700.00 | \$785.00 |
| KATZ, SHANNON | WEST ELEMENTARY | TEACHER GRADE 3 | \$46,462.66 | \$2,323.13 |
| KETTENHOFEN, M'KENNA | WEST ELEMENTARY | TEACHER | \$50,336.84 | \$2,516.84 |
| KIDD, MICHAELA | WEST ELEMENTARY | TEACHER GRADE 4 | \$50,184.75 | \$2,509.24 |
| KING, RUDI R | MAINTENANCE/TRANSPORT | CDL DRIVER | \$19,200.00 | \$960.00 |
| KINNE, LETICIA S | HEARTLAND RANCH | MEDICAL ASSISTANT | \$25,840.00 | \$1,292.00 |
| KLASSEN, DAVID | COOLIDGE HIGH SCHOOL | TEACHER SPED RESOURCE | \$56,031.15 | \$2,801.56 |
| LARSON, TODD | MAINTENANCE/TRANSPORT | SKILLED MAINTENANCE | \$38,665.00 | \$1,933.25 |
| LATHAN, DELBERT CHRIS | COOLIDGE HIGH SCHOOL | COUNSELOR - GUIDANCE | \$56,894.51 | \$2,844.73 |
| LAWRENCE, DAVID | WEST ELEMENTARY | TEACHER GRADE 2 | \$51,835.36 | \$2,591.77 |
| LEE, ELIZABETH E | MAINTENANCE/TRANSPORT | NON CDL DRIVER | \$19,200.00 | \$960.00 |
| LEO, DEBRA | COOLIDGE HIGH SCHOOL | COUNSELOR - GUIDANCE | \$60,934.36 | \$3,046.72 |
| LINKE, KELLI | FOOD SERVICE | FOOD SERVICE WORKER | \$17,920.00 | \$896.00 |
| LOCKHART, ELIZABETH | HEARTLAND RANCH | TEACHER BAND | \$46,462.88 | \$2,323.14 |
| LOFTIN, JANICE IRENE | FOOD SERVICE | FOOD SERVICE WORKER | \$12,960.00 | \$648.00 |
| LOFTIN, SHERRI IRENE | FOOD SERVICE | FOOD SERVICE WORKER | \$8,748.00 | \$437.40 |
| LONGORIA, REBECCA L | CURRICULUM | GIFTED COORDINATOR | \$62,628.32 | \$3,131.42 |
| LOPEZ, TOMASA | WEST ELEMENTARY | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| LUKSA, SONYA | COOLIDGE HIGH SCHOOL | TEACHER ENGLISH | \$51,979.35 | \$2,598.97 |
| LYNCH, LINDA | BUSINESS SERVICES | SPECIALIST - ACCOUNTS PA | \$37,620.00 | \$1,881.00 |
| MADRID, MARIAH O | MAINTENANCE/TRANSPORT | BUS MONITOR | \$9,332.00 | \$466.60 |
| MADRID, MERCEDES E | MAINTENANCE/TRANSPORT | BUS MONITOR | \$9,331.00 | \$466.55 |
| MANDELL, CAROL | WEST ELEMENTARY | TEACHER ART | \$55,499.85 | \$2,774.99 |
| MANZANEDO, JONATHAN | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$52,250.00 | \$2,612.50 |
| MARISCAL, JENNIFER ALEX | BUSINESS SERVICES | GENERALIST - PAYROLL | \$47,000.00 | \$2,350.00 |
| MARLEY, BARBIE A | COOLIDGE HIGH SCHOOL | TEACHER SOCIAL STUDIES | \$56,317.68 | \$2,815.88 |
| MARTINEZ, SIERRA H | HEARTLAND RANCH | PARA PRO | \$16,328.00 | \$816.40 |
| MASSONI, FRANK JR | MAINTENANCE/TRANSPORT | CDL DRIVER | \$21,760.00 | \$1,088.00 |
| MASSY, KATHLEEN | WEST ELEMENTARY | PARA PRO | \$16,328.00 | \$816.40 |
| MAZUR, CAROL | COOLIDGE ALTERNATIVE PR | TEACHER NON-TRAD | \$66,492.88 | \$3,324.64 |
| MC DOWELL, JONA | HEARTLAND RANCH | TEACHER STEM | \$55,068.55 | \$2,753.43 |

| | | | | |
|------------------------|-------------------------|---------------------------|-------------|------------|
| MC WILLIAMS, CRYSTAL D | COOLIDGE JR. HIGH | MASTER TEACHER | \$59,002.71 | \$2,950.14 |
| MC WILLIAMS, DAN | MAINTENANCE/TRANSPORT | DIRECTOR PLANT OPERATIO | \$81,000.00 | \$4,050.00 |
| MCDONALD, SEAN | COOLIDGE JR. HIGH | TEACHER SPED RESOURCE | \$53,957.67 | \$2,697.88 |
| MCHUGH, VANESSA | HEARTLAND RANCH | TEACHER GRADE 1 | \$46,462.88 | \$2,323.14 |
| MCKEE, PATRICIA L | COOLIDGE ALTERNATIVE PR | CLERK | \$9,537.00 | \$476.85 |
| MCNIEL, ROBERT | MAINTENANCE/TRANSPORT | GROUNDWORKER | \$28,215.00 | \$1,410.75 |
| MILLER, JESSICA V. | CURRICULUM | DIRECTOR - CURRICULUM | \$91,304.00 | \$4,565.20 |
| MINCK, NOELLE | COOLIDGE JR. HIGH | TEACHER PHYSICAL EDUCAT | \$61,956.09 | \$3,097.80 |
| MINCK, STUART | COOLIDGE HIGH SCHOOL | TEACHER ATHLETIC TRAINER | \$61,956.09 | \$3,097.80 |
| MITCHELL, RHONDA G | MAINTENANCE/TRANSPORT | CDL DRIVER | \$19,840.00 | \$992.00 |
| MITCHELL, TERRI L | MAINTENANCE/TRANSPORT | CDL DRIVER | \$19,840.00 | \$992.00 |
| MOLINA, SYLVIA | MAINTENANCE/TRANSPORT | CDL DRIVER | \$22,400.00 | \$1,120.00 |
| MONTEVERDE, AARON | COMPUTER TECHNOLOGY | IT TECHNICIAN | \$36,240.00 | \$1,812.00 |
| MOORE, ANTHONY | COOLIDGE HIGH SCHOOL | SOCIAL WORKER | \$45,657.00 | \$2,282.85 |
| MOORE, LACHANDRA | CURRICULUM | SPECIALIST - CURRICULUM | \$61,000.00 | \$3,050.00 |
| MORALES, ELIZABETH | FOOD SERVICE | FOOD SERVICE MANAGER | \$19,840.00 | \$992.00 |
| MORAN, SCOTT C | MAINTENANCE/TRANSPORT | LEAD DRIVER | \$14,000.00 | \$700.00 |
| MOWERY, WILLIAM | WEST ELEMENTARY | TEACHER PHYSICAL EDUCAT | \$53,084.27 | \$2,654.21 |
| NARUM, LINDA | WEST ELEMENTARY | TEACHER GRADE 1 | \$51,709.46 | \$2,585.47 |
| NAVARRO, LAUREN M | HEARTLAND RANCH | PARA PRO | \$16,328.00 | \$816.40 |
| NEAL, JESSICA | HEARTLAND RANCH | TEACHER GRADE 2 | \$44,250.15 | \$2,212.51 |
| NEUHART, DARCI | SPECIAL ED/SP. SERVICES | LEAD - DATA & COMPLIANC | \$34,485.00 | \$1,724.25 |
| NEVAREZ, AURORA | COOLIDGE JR. HIGH | TEACHER SPED RESOURCE | \$59,005.80 | \$2,950.29 |
| NEWTON, KASSANDRA LEI | COOLIDGE HIGH SCHOOL | PARA PRO | \$14,836.50 | \$741.83 |
| NIELSEN, CORT J | SPECIAL ED/SP. SERVICES | PSYCHOLOGIST | \$71,000.00 | \$3,550.00 |
| NIGHTINGALE, LOUIS | COOLIDGE HIGH SCHOOL | PARA PRO | \$35,000.00 | \$1,750.00 |
| NORMAN, STEVEN | FOOD SERVICE | FOOD SERVICE CUSTODIAN | \$10,692.00 | \$534.60 |
| NOWICKI, LINDSEY | COOLIDGE JR. HIGH | TEACHER ART | \$44,250.15 | \$2,212.51 |
| NUTTALL, DUSTIN BLAKE | COOLIDGE HIGH SCHOOL | TEACHER MATH | \$49,962.15 | \$2,498.11 |
| NUTTALL, HAYLEY KATHER | WEST ELEMENTARY | TEACHER GRADE 6 | \$49,962.15 | \$2,498.11 |
| ORNELAS, ALMA | HEARTLAND RANCH | PARA INDIAN EDUCATION | \$20,724.00 | \$1,036.20 |
| ORNELAS, BLASA | COOLIDGE HIGH SCHOOL | PARA PRO | \$20,017.50 | \$1,000.88 |
| ORTIZ, KIMBERLY ANN | WEST ELEMENTARY | TEACHER KINDERGARTEN | \$51,631.62 | \$2,581.58 |
| OSBORN, KYNDALL | HEARTLAND RANCH | PARA PRO | \$16,328.00 | \$816.40 |
| PERES, BRENDA | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| PEREZ, LORENA | DISTRICT OFFICES | CUSTODIAN | \$26,125.00 | \$1,306.25 |
| PEREZ, LUCELY | COOLIDGE HIGH SCHOOL | TEACHER | \$46,462.88 | \$2,323.14 |
| PEREZ, LYDIA | COOLIDGE HIGH SCHOOL | PARA PRO | \$17,348.50 | \$867.43 |
| PINEDO, HOLLY D | WEST ELEMENTARY | PARA PRO | \$16,328.00 | \$816.40 |
| PINON, CARMELO | HEARTLAND RANCH | LEAD CUSTODIAN | \$30,305.00 | \$1,515.25 |
| PISANO, REYNA L. | COOLIDGE HIGH SCHOOL | TEACHER ENGLISH | \$53,508.96 | \$2,675.45 |
| PORIANDA, AARON | SPECIAL ED/SP. SERVICES | DIRECTOR - SPECIAL SERVIC | \$81,000.00 | \$4,050.00 |
| QUINONEZ, RICHARD MIC | HEARTLAND RANCH | TEACHER STEM | \$55,255.32 | \$2,762.77 |
| RADOSTITS, MATTHEW | COOLIDGE ALTERNATIVE PR | TEACHER NON-TRAD | \$54,333.63 | \$2,716.68 |
| RAMIREZ, MONICA Y | COOLIDGE HIGH SCHOOL | MASTER TEACHER | \$55,582.76 | \$2,779.14 |
| RAMOS, JENNIFER J | MAINTENANCE/TRANSPORT | CDL DRIVER | \$21,840.00 | \$1,092.00 |
| RASMUSSEN, HALEY M | COOLIDGE ALTERNATIVE PR | TEACHER NON-TRAD | \$47,819.10 | \$2,390.96 |
| REECE, VICTOR | DISTRICT OFFICES | SECURITY GUARD | \$16,929.00 | \$846.45 |
| REYES, EMILIA | HUMAN RESOURCES | SPECIALIST - HUMAN RESO | \$35,530.00 | \$1,776.50 |
| REYNA, YANNEL C | HEARTLAND RANCH | PARA PRO | \$16,640.00 | \$832.00 |
| RICO, JUSTIN A | CURRICULUM | PARENT LIAISON | \$37,620.00 | \$1,881.00 |
| RIVERA, JACOB M | COOLIDGE JR. HIGH | PARA PRO | \$16,328.00 | \$816.40 |

| | | | | |
|-------------------------|-------------------------|--------------------------|--------------|------------|
| RODRIGUEZ, OSCAR | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$25,393.50 | \$1,269.68 |
| ROHNER, JADEE L | COOLIDGE HIGH SCHOOL | TEACHER CTE | \$51,321.15 | \$2,566.06 |
| ROLLMAN, SALLY A | MAINTENANCE/TRANSPORT | NON CDL DRIVER | \$19,200.00 | \$960.00 |
| RUBIO-AGUIRRE, MARIA C | FOOD SERVICE | FOOD SERVICE COOK | \$11,700.00 | \$585.00 |
| SALAZAR BANKS, CLAUDIA | MAINTENANCE/TRANSPORT | BUS MONITOR | \$9,216.00 | \$460.80 |
| SALAZAR, ELISA MEDINA | HEARTLAND RANCH | TEACHER GRADE 2 | \$47,105.10 | \$2,355.26 |
| SANCHEZ, LIDYA | FOOD SERVICE | FOOD SERVICE CUSTODIAN | \$27,170.00 | \$1,358.50 |
| SARMIENTO, BRENDA L | MAINTENANCE/TRANSPORT | CDL DRIVER | \$19,840.00 | \$992.00 |
| SCANTLING, MARIA | COOLIDGE HIGH SCHOOL | TEACHER ENGLISH | \$46,462.88 | \$2,323.14 |
| SCHAFERSMAN, JENNIFER | WEST ELEMENTARY | TEACHER SPED CROSS CAT | \$56,831.89 | \$2,841.59 |
| SCHENKS, RODGER D JR | COOLIDGE HIGH SCHOOL | TEACHER PHYSICAL EDUCAT | \$59,479.35 | \$2,973.97 |
| SCHMITT, NICOLE | COOLIDGE HIGH SCHOOL | TEACHER CTE | \$46,462.88 | \$2,323.14 |
| SCHMITZ, JANINE | COOLIDGE JR. HIGH | TEACHER MID GR MATH | \$53,038.65 | \$2,651.93 |
| SCHNEIDER, EPIE | HEARTLAND RANCH | TEACHER | \$59,753.61 | \$2,987.68 |
| SHAW, CARRIE RENEE | COOLIDGE ALTERNATIVE PR | PARA PRO | \$17,644.84 | \$882.24 |
| SHERIDAN, MONIKA MAY | DISTRICT OFFICES | MASTER TEACHER | \$64,410.71 | \$3,220.54 |
| SHIELDS, KELLY | MAINTENANCE/TRANSPORT | LEAD DRIVER | \$35,530.00 | \$1,776.50 |
| SHIPPEE, BARBARA | WEST ELEMENTARY | TEACHER GRADE 3 | \$61,500.98 | \$3,075.05 |
| SHIROTA, ALICIA | SPECIAL ED/SP. SERVICES | TEACHER SPED IEP WRITER | \$57,880.92 | \$2,894.05 |
| SICILIANI, KATHLEEN ROS | WEST ELEMENTARY | MASTER TEACHER | \$59,452.05 | \$2,972.60 |
| SIMPSON, ROBERT G | MAINTENANCE/TRANSPORT | CDL DRIVER | \$22,400.00 | \$1,120.00 |
| SMILEY, ANGELA L | MAINTENANCE/TRANSPORT | ADMINISTRATIVE ASSISTAN | \$34,485.00 | \$1,724.25 |
| SOLIS, GABRIEL | MAINTENANCE/TRANSPORT | MECHANIC | \$40,755.00 | \$2,037.75 |
| SOMMER, CATHERINE DE | HEARTLAND RANCH | TEACHER STEM | \$60,770.90 | \$3,038.55 |
| SOSA, MELISSA M | FOOD SERVICE | FOOD SERVICE WORKER | \$9,720.00 | \$486.00 |
| SPEARMAN, TERRIE | WEST ELEMENTARY | SOCIAL WORKER | \$54,841.50 | \$2,742.08 |
| STARK, SARAH A | FOOD SERVICE | FOOD SERVICE WORKER | \$7,776.00 | \$388.80 |
| STEED, JOSHUA D | COOLIDGE HIGH SCHOOL | TEACHER MUSIC | \$44,250.15 | \$2,212.51 |
| STINSON, AMBER S. | COOLIDGE HIGH SCHOOL | ADMINISTRATIVE ASSISTAN | \$32,395.00 | \$1,619.75 |
| SUTULOVICH, PAULETTE | BUSINESS SERVICES | SAIS SUPERVISOR | \$54,000.00 | \$2,700.00 |
| SWAIN, MADGY | WEST ELEMENTARY | PARA PRO | \$15,700.00 | \$785.00 |
| TAPIA, JUSTIN | WEST ELEMENTARY | TEACHER GRADE 6 | \$47,105.10 | \$2,355.26 |
| TEICHERT, LISA | HEARTLAND RANCH | TEACHER GRADE 4 | \$47,819.10 | \$2,390.96 |
| THOMPSON, SEPARINA DI | WEST ELEMENTARY | INTERVENTIONIST - MATH | \$58,376.93 | \$2,918.85 |
| THURMAN, GENE | SUPPORT SERVICES | GROUND SUPERVISOR | \$52,000.00 | \$2,600.00 |
| TIMMONS, JEANETTE ROS | HEARTLAND RANCH | TEACHER GRADE 3 | \$55,255.32 | \$2,762.77 |
| TIMMONS, SHAYLYN | COOLIDGE HIGH SCHOOL | TEACHER | \$44,250.15 | \$2,212.51 |
| TREVINO, SOPHIA | COOLIDGE JR. HIGH | TEACHER MID GR ENGLISH | \$55,372.00 | \$2,768.60 |
| TUCKER, DANIELLE LEE | COOLIDGE HIGH SCHOOL | TEACHER PRE KINDERGART | \$55,255.32 | \$2,762.77 |
| VALDEZ, NANETTE | FOOD SERVICE | FOOD SERVICE WORKER | \$7,296.00 | \$364.80 |
| VALE, JOYCE | COOLIDGE JR. HIGH | TEACHER SCIENCE | \$51,835.56 | \$2,591.78 |
| VALENZUELA, GUADALUPE | COOLIDGE HIGH SCHOOL | CUSTODIAN | \$29,260.00 | \$1,463.00 |
| VARELA, FRANK | MAINTENANCE/TRANSPORT | GROUND WORKER | \$27,170.00 | \$1,358.50 |
| VAUGHN JR, RICKY | FOOD SERVICE | FOOD SERVICE WORKER | \$8,748.00 | \$437.40 |
| VILLA, DOLORES BONFIGL | WEST ELEMENTARY | PARA INDIAN EDUCATION | \$16,328.00 | \$816.40 |
| VOLK, RAEANN L | COOLIDGE HIGH SCHOOL | TEACHER SPED CROSS CAT | \$52,381.65 | \$2,619.08 |
| WALKER, MELISSA | WEST ELEMENTARY | TEACHER SPED ED | \$44,250.15 | \$2,212.51 |
| WALLACE, CHARIE ANN | SUPERINTENDENT | SUPERINTENDENT | \$118,000.00 | \$5,900.00 |
| WARNER, KELLY | HEARTLAND RANCH | TEACHER GRADE 4 | \$51,567.60 | \$2,578.38 |
| WEAVER, HEATHER A | WEST ELEMENTARY | REGISTRAR | \$27,170.00 | \$1,358.50 |
| WEBB, DAWNA R | WEST ELEMENTARY | INTERVENTIONIST - READIN | \$55,382.65 | \$2,769.13 |
| WEINBERGER, JAIMIE | HEARTLAND RANCH | TEACHER GRADE 6 | \$57,877.05 | \$2,893.85 |

| | | | | |
|-----------------------|-------------------------|---------------------------|-------------|------------|
| WHIPPLE, MARCELA | HEARTLAND RANCH | TEACHER KINDERGARTEN | \$59,130.05 | \$2,956.50 |
| WHITE, ELIJAH | DISTRICT OFFICES | SECURITY GUARD | \$28,215.00 | \$1,410.75 |
| WILLIAMS, MICHELLE | WEST ELEMENTARY | TEACHER GRADE 6 | \$48,941.00 | \$2,447.05 |
| WILLIAMS, PHILLIP | MAINTENANCE/TRANSPORT | CDL DRIVER | \$22,400.00 | \$1,120.00 |
| WILLIAMS, VICKIE RHEA | WEST ELEMENTARY | PRINCIPAL K-6 | \$85,000.00 | \$4,250.00 |
| WILSON, CHARLIE | COOLIDGE HIGH SCHOOL | TEACHER SCIENCE | \$56,334.66 | \$2,816.73 |
| WITCHER, SHANNON L | CURRICULUM | SPECIALIST - FEDERAL PROJ | \$39,710.00 | \$1,985.50 |
| WOOLRIDGE, VALLARIE E | HEARTLAND RANCH | ADMINISTRATIVE ASSISTANT | \$35,700.00 | \$1,785.00 |
| YBARRA, ELEANNA | HEARTLAND RANCH | TEACHER GRADE 5 | \$44,250.15 | \$2,212.51 |
| YOUNGER, DEVANN R | WEST ELEMENTARY | TEACHER GRADE 2 | \$46,462.66 | \$2,323.13 |
| YOUTSEY, LISA M | SPECIAL ED/SP. SERVICES | ADMINISTRATIVE ASSISTANT | \$32,395.00 | \$1,619.75 |
| ZHEN, RAYMAN | WEST ELEMENTARY | TEACHER GRADE 5 | \$45,678.15 | \$2,283.91 |
| | | | | |

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: HUMAN
RESOURCES-B.

MEETING DATE:4/14/2021

AGENDA ITEM: Discussion and possible approval of the District Contribution for Medical Benefits for full-time employees from \$7687.40 to \$8192.64.

SUBMITTED BY: Dawn Dee Hodge, Director of Human Resources

RECOMMENDED TO SUPERINTENDENT BY: Dawn Dee Hodge, Director of Human Resources

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Discussion and possible approval of the District Contribution for Medical Benefits for full-time employees from \$7687.40 to \$8192.64.

INFORMATION AND SUPPORTING DATA:

With the increase in cost of medical benefits, CUSD was no longer going to be able to offer a zero cost medical plan to full-time employees. After reviewing the projected budget for FY22, it was determined that the District could assume the increase in cost and continue to provide one option at no cost to the employee. Based on current enrollment, the projected increase to the District's M&O budget would be \$97,006.08.

PROJECTED COST:

Approximately \$97,000

FUNDING SOURCE:

M&O

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|------------------------------|-------------|------------|
| FY22 Insurance Rate Schedule | 4/7/2021 | Cover Memo |



Insurance Rate Schedule (20 Pay Periods)
July 1, 2021 - June 30, 2022

| COVERAGE | TOTAL RATE | DISTRICT'S MONTHLY COST | EMPLOYEE'S MONTHLY COST | EMPLOYEE'S PER PAY PERIOD COST |
|---|-------------|-------------------------------|-------------------------------|--------------------------------------|
| <u>MEDICAL - BCBSAZ - PPO \$6,500 Plan w/o APL</u> | | | | |
| <u>Secondary Insurance</u> | | | | |
| Employee | \$ 682.72 | \$ 682.72 | \$ - | \$ - |
| Employee + Spouse | \$ 1,420.06 | \$ 682.72 | \$ 737.34 | \$ 442.40 |
| Employee + Child(ren) | \$ 1,317.65 | \$ 682.72 | \$ 634.93 | \$ 380.96 |
| Employee + Family | \$ 1,973.06 | \$ 682.72 | \$ 1,290.34 | \$ 774.20 |
| <u>MEDICAL - BCBSAZ - PPO \$6,500 Plan with APL</u> | | | | |
| <u>Secondary Insurance</u> | | | | |
| Employee | \$ 766.07 | \$ 682.72 | \$ 83.35 | \$ 50.01 |
| Employee + Spouse | \$ 1,650.59 | \$ 682.72 | \$ 967.87 | \$ 580.72 |
| Employee + Child(ren) | \$ 1,461.15 | \$ 682.72 | \$ 778.43 | \$ 467.06 |
| Employee + Family | \$ 2,239.67 | \$ 682.72 | \$ 1,556.95 | \$ 934.17 |
| <u>MEDICAL - BCBSAZ - PPO \$5,000 Plan with APL</u> | | | | |
| <u>Secondary Insurance</u> | | | | |
| Employee | \$ 859.30 | \$ 682.72 | \$ 176.58 | \$ 105.95 |
| Employee + Spouse | \$ 1,844.51 | \$ 682.72 | \$ 1,161.79 | \$ 697.07 |
| Employee + Child(ren) | \$ 1,641.08 | \$ 682.72 | \$ 958.36 | \$ 575.02 |
| Employee + Family | \$ 2,509.11 | \$ 682.72 | \$ 1,826.39 | \$ 1,095.83 |
| <u>DENTAL (DHMO) - EDS</u> | | | | |
| Employee | \$ 9.36 | \$ - | \$ 9.36 | \$ 5.62 |
| Employee + Spouse | \$ 18.65 | \$ - | \$ 18.65 | \$ 11.19 |
| Employee + Child(ren) | \$ 24.37 | \$ - | \$ 24.37 | \$ 14.62 |
| Employee + Family | \$ 28.09 | \$ - | \$ 28.09 | \$ 16.85 |
| <u>DENTAL PPO - BCBSAZ</u> | | | | |
| Employee | \$ 41.76 | \$ - | \$ 41.76 | \$ 25.06 |
| Employee + Spouse | \$ 85.32 | \$ - | \$ 85.32 | \$ 51.19 |
| Employee + Child(ren) | \$ 96.21 | \$ - | \$ 96.21 | \$ 57.73 |
| Employee + Family | \$ 157.51 | \$ - | \$ 157.51 | \$ 94.51 |
| <u>VISION - AVESIS</u> | | | | |
| Employee | \$ 7.28 | \$ - | \$ 7.28 | \$ 4.37 |
| Employee + Spouse | \$ 11.82 | \$ - | \$ 11.82 | \$ 7.09 |
| Employee + Child(ren) | \$ 15.70 | \$ - | \$ 15.70 | \$ 9.42 |
| Employee + Family | \$ 21.26 | \$ - | \$ 21.26 | \$ 12.76 |
| <u>FLEXIBLE SPENDING ACCOUNT - MEDICAL</u> | | | | |
| You can contribute up to \$2750 annually towards the FSA account to help cover out of pocket medical, dental and vision costs on a pre-tax basis. | | | | |
| <u>FLEXIBLE SPENDING ACCOUNT - DEPENDENT CARE</u> | | | | |
| You can contribute up to \$5000 annually towards the dependent care account to help cover out of pocket day care expenses on a pre-tax basis. | | | | |
| <u>VOLUNTARY/OPTIONAL LIFE/AD&D - LINCOLN FINANCIAL GROUP</u> | | | | |
| The District provides \$50,000 of Basic Life/AD&D. You have the option to buy up additional coverage. Please see optional rates. | | | | |
| <u>OPTIONAL INDIVIDUAL PRODUCTS AVAILABLE - AFLAC</u> | | | | |
| Often referred to as paycheck protection. Aflac pays cash benefits directly to you when you seek eligible medical services for a covered injury/illness, or for time off of work due to an eligible disability. | | | | |

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: HUMAN
RESOURCES-C.

MEETING DATE:4/14/2021

AGENDA ITEM: Discussion and possible approval of the Insurance Committee's recommendation to award AFLAC for Supplementary Workplace Insurance Benefits.

SUBMITTED BY: Dawn Dee Hodge, Director of Human Resources

RECOMMENDED TO SUPERINTENDENT BY: Dawn Dee Hodge, Director of Human Resources

APPROVED BY SUPERINTENDENT:



RECOMMENDATION:

Discussion and possible approval of the Insurance Committee's recommendation to award AFLAC for Supplementary Workplace Insurance Benefits.

INFORMATION AND SUPPORTING DATA:

A formal RFP was re-issued for supplementary insurance on 3/24/2021. The re-issue was recommended because the current supplementary insurance provider also provides the online benefit enrollment system and manages open enrollment and new enrollments.

- Recommendation to award to current vendor, AFLAC.
- Two vendors quoted: AFLAC and Colonial Life Insurance Company
- Current vendor, AFLAC offered no change in current benefits or rates (rates guaranteed for 24 months) for the following plans: Accident; Cancer; Hospital Indemnity; and Short-Term Disability.
- AFLAC agreed to continue to offer Employee Navigator at no cost to the District. This is the current online benefits enrollment platform that allows employees to enroll electronically for benefits.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

ATTACHMENTS:

| Description | Upload Date | Type |
|-----------------------------------|-------------|------------|
| Supplementary Workplace Insurance | 4/8/2021 | Cover Memo |

Coolidge Unified School District #21

Voluntary Worksite/Supplemental Benefits - Accident - Recreation

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC |
|---|--|
| | Advantage 24, option 2 |
| Group or Individual | Individual |
| Pre-Existing Exclusions and Limitations | None |
| Participation requirements | None |
| On/Off Job Coverage | Yes |
| Guarantee Issue | Yes - base plan no riders |
| List offsets | None |
| Portability Included | Included |
| Wellness benefit included | Yes - \$60 |
| Initial Hospitalization Benefit | Yes - \$1,000 18+ hours; \$1,500 direct ICU admission |
| ICU Hospitalization Benefit | Yes - Additional \$400 per day up to 15 days |
| Accident Hospital Confinement | Yes - \$200 per day up to 365 days |
| Accidental Death Benefit | \$5,000 - \$100,000 |
| Ambulance | Yes - \$150 ground; \$1,000 air |
| Burns | Yes - \$100 - \$10,000 |
| Paralysis | Yes - Quadriplegia \$10,000; Paraplegia \$5,000; Hemiplegia \$4,000 |

Coolidge Unified School District #21

Voluntary Worksite/Supplemental Benefits - Accident - Record

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC |
|---|--|
| Coma | Yes - \$10,000 |
| Concussion | Yes - Brain Concussion \$100 |
| Dislocation | Yes - \$75 - \$3,000 |
| Emergency Dental Work | Yes - \$300 broken tooth repaired with crown; \$100 extraction |
| Fractures | Yes - \$100 - \$2,750 |
| Lacerations | Yes - \$25 with sutures; \$50 less than 5 centimeters; \$200 5 cm but no more than 15 cm; \$400 over 15 cm |
| Employee Navigator Connectivity | Yes |
| Vendor agrees to provide online system at NO Cost with EDIs. | N/A |
| Vendor agrees online system will be programmed and ready for 7/1/21 open enrollment by 4/15/21 if award is made on 3/10/21. | N/A |
| Per Pay Period (20 Pay Periods) | Current AFLAC |
| Employee Only | 10.38 |
| Employee & Spouse | \$14.74 |
| Employee & Child(ren) | \$17.55 |
| Family | \$22.93 |

Changes highlighted in red and green font

This summary of benefits is based upon our understanding of the proposal information received from the insurance carrier. The carrier is responsible for the actual benefits provided.

Recommended Award

| Recommended Award AFLAC |
|--|
| Accident Advantage - Option 2 (A36275NAZ) |
| Individual |
| None |
| None |
| Yes |
| Yes |
| None |
| Included |
| Yes - \$60 once per calendar year |
| \$1,000 at least 18 hours; per covered accident per covered person |
| \$1,500 when admitted directly to an ICU per covered accident per covered person; \$400, up to 15 days for ICU Confinement per covered accident per covered person |
| \$200 per day up to 365 days per covered accident per covered person |
| Common Carrier: \$100,000 Primary/Spouse; \$15,000 Child Other Accidents: \$25,000 Primary/Spouse; \$10,000 Child Hazardous Activities: \$10,000 Primary/Spouse; \$5,000 Child |
| \$150 ground ambulance transportation or \$1,000 air ambulance transportation |
| \$100 – \$10,000 |
| Quadriplegia \$10,000; Paraplegia \$5,000; Hemiplegia \$4,000 |

Recommended Award

| |
|---|
| Recommended Award AFLAC |
| \$10,000 |
| \$100 (Brain) |
| \$75 - \$3,000 |
| Broken tooth repaired with crown: \$300: Broken tooth resulting in extraction \$100 |
| \$100 - \$2,750 |
| Not requiring sutures \$25; Less and 5 centimeters \$50, 5 to 15 centimeters \$200; Over 15 centimeters \$400 |
| Yes |
| As your current voluntary benefits carrier, the current method for EDI feeds is communication via vendor approved spreadsheets on a weekly basis. |
| Yes |
| Recommended Award AFLAC |
| \$10.38 |
| \$14.74 |
| \$17.55 |
| \$22.93 |

Carrier's Master Contract will govern in the event of a discrepancy.

Coolidge Unified School District #21
Voluntary Worksite/Benefits - Cancer - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC ⁽¹⁾ Cancer Care Select (A78275RNOCAZ) |
|--|--|---|
| Group or Individual Product | Individual | Individual |
| Post tax or Pre Tax | Either | Either |
| Levels of benefit available for employees | One | Each benefit has its own benefit amount. |
| Spouse and Child coverage available | Yes | Yes |
| Lump Sum Benefit | Yes \$2,000 EE/SP; \$4,000 Child | Aflac's plan pays an indemnity amount based on each individual benefit. |
| Guarantee Issue Limits | None | The plan is more of a simplified issued plan. The plan has Evidence of Insurability built directly into the questions on our application. In most cases, an applicant learns immediately if they will be issued a policy. |
| Guaranteed Renewable (Lock in at Purchase Age) | Yes | Yes |
| Participation requirements for Guarantee Issue | N/A | No participation requirements, however, the plan is not guarantee issue. |
| Pre-Existing Exclusions and Limitations | We pay only for treatment of cancer and associated cancerous conditions, including direct extension, metastatic spread, or recurrence. Benefits are not provided for premalignant conditions or conditions with malignant potential (unless specifically covered); complications of either cancer or an associated cancerous condition; or any other disease, sickness, or incapacity. | <p>A. We pay only for treatment of cancer and associated cancerous conditions (ACC), including direct extension, metastatic spread, or recurrence. Benefits are not provided for premalignant conditions or conditions with malignant potential (unless specifically covered); complications of either cancer or an ACC; or any other disease, sickness, or incapacity.</p> <p>B. The Initial Diagnosis Benefit is not payable for: (1) any Internal Cancer or ACC diagnosed or treated before the effective date of this policy and the subsequent recurrence, extension, or metastatic spread of such internal cancer or ACC 2) the diagnosis of Nonmelanoma Skin Cancer. Any covered person who has had a previous diagnosis of internal cancer or an ACC will NOT be eligible for an Initial Diagnosis Benefit under this policy for a recurrence, extension, or metastatic spread of that same internal cancer or ACC.</p> <p>C. Aflac will not pay benefits whenever coverage provided by this policy is in violation of any U.S. economic or trade sanctions. If the coverage violates U.S. economic or trade sanctions, such coverage shall be null and void.</p> <p>D. Aflac will not pay benefits whenever fraud is committed in making a claim under this coverage or any prior claim under any other Aflac coverage for which the insured received benefits that were not lawfully due and that fraudulently induced payment.</p> |
| List illnesses covered (include percentages) | We pay an indemnity amount, not a percentage for cancer and associated cancerous condition treatment only. | Aflac plan pays an indemnity amount, not a percentage for cancer and associated cancerous condition treatment only. |
| Cancer Screening Benefit (Wellness) | Yes - \$40 | \$40 per year, per covered person |
| Initial Diagnosis | Yes \$2,000 EE/SP; \$4,000 Child | Insured/Spouse \$2,000; Child \$4,000; payable once |
| Injected Chemotherapy | \$300/per week/no lifetime max | \$300 per week; no lifetime maximum |
| Oral Chemotherapy | \$135/Rx up to \$405/month | Nonhormonal: \$135 per prescription, per month up to \$405 max per month for Oral/Topical Benefit; Hormonal: \$135 per prescription, per month up to 24 months; after 24 months \$50 per month up to \$405 max per month for Oral/Topical Benefit |
| Radiation Therapy | \$175/week/no lifetime max | \$175 per week; no lifetime max |
| Experimental Treatment | \$175/week if charged \$75/week if no charge | \$175 per week if charged; \$75 per week if no charge; no lifetime max |

Coolidge Unified School District #21
Voluntary Worksite/Benefits - Cancer - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC ⁽¹⁾ Cancer Care Select (A78275RNOCAZ) |
|---|---|---|
| Immunotherapy | \$175/month; \$875/lifetime | \$175 once per month; \$875 lifetime max per covered person |
| Ambulance | \$250 ground \$2,000 air | \$250 ground or \$2,000 air; no lifetime max |
| Anti-Nausea | \$50/month | \$50 per month; no lifetime max |
| Bone Marrow Transplant | \$3,500/lifetime; \$500 to donor | \$3,500; \$3,500 lifetime max per covered person; \$500 to donor |
| Surgical/Anesthesia | \$50-\$1,700 (anesthesia: additional 25% of surgical benefit); maximum daily benefit not to exceed \$2,125 | \$50-\$1,700 (Anesthesia: additional 25% of Surgical Benefit); maximum daily benefit not to exceed \$2,125; no lifetime max on number of operations |
| Skin Cancer Surgery | \$20-\$200 | \$20-\$200; no lifetime max on number of operations |
| Hospital Confinement | 30 Days or less: \$100/day for employee and spouse; \$125/day for dependent child 31+ days: \$200/day for employee and spouse; \$250/day for dependent child | Hospitalization 30 days or less: Insured/Spouse \$100 per day; Child \$125 per day; Hospitalization 31+ days: Insured/Spouse \$200 per day; Child \$250 per day; no lifetime max |
| List age bands | N/A | 18 - 75 |
| Portability Included (Explain any deviations) | Yes - The policyholder can keep their individual coverage at the same payroll rate, as long as one month of premium has been remitted to Aflac through payroll deduction. | Yes. If an employee leaves, transfers, or retires, they can keep their Aflac individual coverage, at the same payroll rate, as long as one month of premium has been remitted to Aflac through payroll deduction. |
| List any offsets | None. | None |
| Employee Navigator Connectivity | Yes | Yes |
| Vendor agrees to provide online system at NO Cost with EDIs. | Yes | As your current voluntary benefits carrier, the current method for EDI feeds is communication via vendor approved spreadsheets on a weekly basis. |
| Vendor agrees online system will be programmed and ready for 7/1/21 open enrollment by 4/15/21 if award is made on 3/10/21. | Yes | Yes |
| Per Pay Period (20 Pay Periods) | Current AFLAC | Recommended Award AFLAC ⁽¹⁾ Cancer Care Select (A78275RNOCAZ) |
| Employee Only (Includes Children) | \$14.28 | \$14.28 |
| Family | \$25.20 | \$25.20 |
| Rate Guarantee | N/A | 2 years from the effective date of 7/1/21 Note: The plan availability and rates are only guaranteed while the plan is available for sale in the State of Arizona. |

Changes highlighted in red and green font

⁽¹⁾AFLAC - Semi-Monthly includes units (\$500) of the Initial Diagnosis Rider.

This summary of benefits is based upon our understanding of the proposal information received from the insurance carrier. The carrier's Master Contract will govern in the event of a discrepancy.

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Personal Sickness - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|------------------------------------|--|---|
| Benefits | Personal Sickness Plan Option 1 | Hospital Choice (B40175NAZ) (\$1,000 Benefit Amount) |
| Physician Visits Benefit | Yes - \$25 | Available under the Extended Benefits Rider: Pays \$25 for visits (including telemedicine) to a physician, psychologist or urgent care center. Individual coverages is limited to three visits per calendar year, per policy. Insured/Spouse and Family Coverage limited to six visits per calendar year, per policy. |
| Daily Hospital Confinement Benefit | \$500 - \$2,000 | The Hospital Short-Stay Benefit pays \$100 for hospital stays of less than 23 hours. Limited to two payments per calendar year, per policy. Under the Hospital Stay and Surgical Care Rider, the Daily Hospital Confinement Benefit pays \$100 per day, per covered person, for up to 365 days. |
| Initial Hospitalization Benefit | \$100 | The Hospital Confinement Benefit pays \$500; \$1,000; \$1,500; or \$2,000. The benefit is payable once per calendar year, per covered person. Aflac currently offers the District the \$1,000 option. Under the Hospital Stay and Surgical Care Rider, the Initial Assistance Benefit pays \$100 once per calendar year, per rider, when a covered person requires a hospital admission. |
| Major Diagnostic Exams | Yes - \$150 | Under the Extended Benefits Rider, the Medical Diagnostic and Imaging Exams Benefits pays \$150 for a covered exam, limited to two exams per covered person, per calendar year. Benefits payable for a variety of medical diagnostic and imaging exams, including sleep studies. |
| Surgical Benefit | \$50 - \$1,000 | Under the Hospital Stay and Surgical Care Rider, the Surgery Benefit pays \$50 - \$1,000 for a covered surgery. Benefits are limited to one payment per 24 hour period, per covered person. |
| Rehabilitation Unit Benefit | Pays \$100 per day; limited to 15 days per confinement. Limited to 30 days per year. | The Rehabilitation Facility Benefit pays \$100 per day; limited to 15 days per confinement. Benefits are limited to 30 days per calendar year, per covered person. |

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Personal Sickness - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | | | Recommended Award AFLAC | | |
|---|---------------------------------|-----------|-----------|--|-----------|-----------|
| Ambulance Benefit | Yes - \$200 Ground; \$2,000 Air | | | Under the Extended Benefit Rider, the Ambulance Benefit pays \$200 (ground) or \$2,000 (air) for transportation to or from a hospital. The benefit is limited to two trips per calendar year, per covered person. | | |
| Pregnancy Fully Covered, no waiting period | N/A | | | Exclusions: Giving birth within the first ten months of the effective date of coverage; or pregnancy in existence prior to the effective date of coverage. Complications of pregnancy, including non-elective cesarean, are covered to the same extent as a sickness. A sickness is an illness, disease, infection, disorder or condition not caused by an injury, medically evaluated, diagnosed or treated by a physician after the effective date of coverage and while coverage is in force. | | |
| Wellness Benefit | N/A | | | Not available | | |
| Employee Navigator Connectivity | Yes | | | Yes | | |
| Vendor agrees to provide online system at NO Cost with EDIs. | N/A | | | As your current voluntary benefits carrier, the current method for EDI feeds is communication via vendor approved spreadsheets on a weekly basis. | | |
| Vendor agrees online system will be programmed and ready for 7/1/21 open enrollment by 4/15/21 if award is made on 3/10/21. | N/A | | | Yes | | |
| Per Pay Period (20 Pay Periods) | Age 18-49 | Age 50-59 | Age 60-75 | Age 18-49 | Age 50-59 | Age 60-75 |
| | \$1,000 Hospital Confinement | | | \$1,000 Hospital Confinement | | |
| Employee Only | \$ 16.07 | \$ 16.38 | \$ 16.85 | \$ 16.07 | \$ 16.38 | \$ 16.85 |
| Employee & Spouse/Partner | \$ 22.70 | \$ 24.03 | \$ 25.74 | \$ 22.70 | \$ 24.03 | \$ 25.74 |
| Employee & Child(ren) | \$ 20.36 | \$ 20.67 | \$ 20.98 | \$ 20.36 | \$ 20.67 | \$ 20.98 |
| Employee & Family | \$ 24.10 | \$ 24.34 | \$ 26.05 | \$ 24.10 | \$ 24.34 | \$ 26.05 |
| Rate Guarantee | N/A | | | 2 years from the effective date of 7/1/21 Note: The plan availability and rates are only guaranteed while the plan is available for sale in the State of Arizona. | | |

Changes highlighted in red and green font

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Personal Sickness - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|------------------|------------------|----------------------------|
|------------------|------------------|----------------------------|

This summary of benefits is based upon our understanding of the proposal information received from the insurance carrier. The carrier's Master Contract will govern in the event of a discrepancy.

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Short Term Disability - Comparison - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|---|--|---|
| Group or Individual | Individual | Individual |
| Class / Eligibility | Only full-time employees working 19 or more hours per week are eligible. The employee must earn a minimum of \$9,000 per year to be eligible for coverage. | Actively working 19+ hours and earn a minimum of \$9,000 per year |
| Guarantee Issue Amounts | Guaranteed-issue coverage – No medical underwriting is required for benefit amounts up to a maximum of \$4,000 (subject to income requirements) for benefit period of 3 or 6 months. | No medical underwriting is required for benefit amounts up to a maximum of \$3,000. Employees do not automatically qualify for guaranteed-issue coverage unless they (1) complete an application, (2) meet the annual income requirement, (3) work at a full-time job 19 or more hours per week and (4) are actively working at the time of application. |
| Maximum Benefits | | |
| Accident | \$6000 (based on income requirements) | \$6000 (based on income requirements) |
| Illness | \$6000 (based on income requirements) | \$6000 (based on income requirements) |
| Define your Policy's Elimination Period (the number of days/weeks a person must be disabled BEFORE benefits begin): | Aflac currently offers the District a 6 month benefit period, 14/14 elimination period (accident/sickness). | Aflac currently offers the District a 6 month benefit period, 14/14 elimination period (accident/sickness). |
| Return to Work Incentive Benefit | Not available | Not available |
| Incremental Buy Ups to Maximum | Applicant who would like additional coverage over the guaranteed-issue coverage amount, for a benefit period greater than 6 months must complete a simplified-issue application. | Applicant who would like additional coverage over the guaranteed-issue coverage amount, for a benefit period greater than 6 months must complete a simplified-issue application. |
| Benefit Duration | 3, 6, 12, 18, or 24 months | Aflac currently offers the District a 6 month benefit period. Additional benefit periods are available. |
| Portable | Yes - The policyholder can keep their individual coverage at the same payroll rate, as long as one month of premium has been remitted to Aflac through payroll deduction. | Yes. If an employee leaves, transfers, or retires, they can keep their Aflac individual coverage, at the same payroll rate, as long as one month of premium has been remitted to Aflac through payroll deduction. |

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Short Term Disability - Comparison - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|---|--|--|
| Issue Age Rates (Lock in at Purchase Age) | Yes | Yes |
| Age Bands | 18-49, 50-64, 65-74 | 18 - 74 |
| Minimum Weekly Benefit | Our plan pays a minimum monthly benefit of \$500 | Aflac's plan pays monthly benefit amounts. |
| Residual Disability | Not defined in the policy | Not available |
| "Or" Definition of Disability (richest) | Total disability is defined as being under the care and attendance of a physician due to a condition that causes the insured to be unable to perform the material and substantial duties of their full-time job, and not working at any job. | Total disability is defined as being under the care and attendance of a physician due to a condition that causes the insured to be unable to perform the material and substantial duties of their full-time job, and not working at any job. The plan also pays for partial disability whereas the policyholder is able to work in some capacity, but earning less than 80% of pre-disability income. |
| Benefit Offsets (list out) | None | Benefits will be paid for only one disability at a time, even if the disability is caused by more than one sickness, more than one injury, or a sickness and an injury. |
| Pre-Existing Limitations | Disability caused by a pre-existing condition or reinjures to a pre-existing condition will not be covered unless it begins more than 12 months after the effective date of coverage. | <p>Aflac will not pay benefits:</p> <p>A. Disability caused by a pre-existing condition or reinjuries to a pre-existing condition will not be covered unless it begins more than 12 months after the effective date of coverage.</p> <p>B. For a disability that is being treated outside the territorial limits of the United States.</p> <p>C. Whenever coverage provided by the policy is in violation of any U.S. economic or trade sanctions.</p> <p>D. Whenever fraud is committed in making a claim under this coverage or any prior claim under any other Aflac coverage for which the insured received benefits that were not lawfully due and that fraudulently induced payment.</p> <p>E. For a disability that is caused by or occurs as a result of any bacterial, viral, or micro-organism infection or infestation, or any condition resulting from insect, arachnid, or other arthropod bites or stings as a disability due to an Injury; such disability will be covered to the same extent as a disability due to sickness.</p> <p>F. Aflac will not pay benefits for a disability that is caused by or occurs as a result of the insured:</p> |

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Short Term Disability - Comparison - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|---|---|--|
| Pre-Existing Limitations - Continued | Disability caused by a pre-existing condition or reinjures to a pre-existing condition will not be covered unless it begins more than 12 months after the effective date of coverage. | <ol style="list-style-type: none"> 1. Pregnancy or childbirth within the first ten months of the effective date of coverage (Complications of pregnancy will be covered to the same extent as a sickness); 2. Using any drug, narcotic, hallucinogen, or chemical substance, or voluntarily taking any kind of poison or inhaling any kind of gas or fumes; 3. Participating in any activity or event, including the operation of a vehicle, while under the influence of a controlled substance or while intoxicated; 4. Participating in, or attempting to participate in, an illegal activity that is defined as a felony; or being incarcerated in any detention facility or penal institution; 5. Intentionally self-inflicting a bodily injury, or committing or attempting suicide, while sane or insane; 6. Having cosmetic surgery or other elective procedures that are not medically necessary; 7. Having dental treatment, except as a result of injury; 8. Being exposed to war or any act of war, declared or undeclared; 9. Actively serving in any of the armed forces, or units auxiliary thereto, including the National Guard or Reserve; 10. Donating an organ within the first 12 months of the effective date of the policy; 11. Mental or emotional disorders, including but not limited to the following: bipolar affective disorder (manic-depressive syndrome), delusional (paranoid) disorders, psychotic disorders, somatoform disorders (psychosomatic illness), eating disorders, schizophrenia, anxiety disorders, depression, stress, or post-partum depression. The policy will pay, however, for covered disabilities resulting from Alzheimer's disease, or similar forms of senility or senile dementia, first manifested while coverage is in force. |
| Policy Continuance with Master Policy Termination | This is an individual plan; therefore, a master policy contract does not apply. | Not applicable as the contract is between Aflac and the individual policyholder. |
| Participation Requirement | None | None |
| Waiver of Premium | Yes - Premiums may be waived when the insured has a prolonged disability. Certain stipulations apply. | Available |

Coolidge Unified School District #21

Voluntary Worksite/Benefits - Short Term Disability - Comparison - Recommended Award

Effective: July 1, 2021

| Carrier / Vendor | Current AFLAC | Recommended Award AFLAC |
|---|--|---|
| Describe your open enrollment process for the voluntary short term disability | The open enrollment process, regardless of the plans selected, will be in accordance with guidelines set forth between the District and Aflac. | The enrollment process would be the same as the other plans (accident, cancer, hospital) current offered to the District. |
| Employee Navigator Connectivity | | Yes |
| Vendor agrees to provide online system at NO Cost with EDIs. | Yes | As your current voluntary benefits carrier, the current method for EDI feeds is communication via vendor approved spreadsheets on a weekly basis. |
| Vendor agrees online system will be programmed and ready for 7/1/21 open enrollment by 4/15/21 if award is made on 3/10/21. | Yes | Yes |
| Per Pay Period (20 Pay Periods) Annual Earnings: \$34,000 Weekly Benefit: \$1,700 | Current (6 month benefit period) AFLAC | AFLAC (6 month benefit period) |
| Employee Only (18-49) | \$19.89 | \$19.89 |
| Employee Only (50-64) | \$23.87 | \$23.87 |
| Employee Only (65-74) | \$30.50 | \$30.50 |
| Rate Guarantee | N/A | 2 years from the effective date of 7/1/21 Note: The plan availability and rates are only guaranteed while the plan is available for sale in the State of Arizona |

Changes highlighted in red and green font

This summary of benefits is based upon our understanding of the proposal information received from the insurance carrier. The carrier's Master Contract will govern in the event of a discrepancy.

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER:

MEETING DATE:4/14/2021

SUPERINTENDENT UPDATE (Action,
Discussion, and Information Items)-A.

AGENDA ITEM: Discussion and possible approval of Co/Extra Curricular Criteria.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Discussion and possible approval of Co/Extra Curricular Criteria.

INFORMATION AND SUPPORTING DATA:

In order for activities outside the classroom to take place the following guidelines are in place:

- Preparing or participating for regional or state competition.
- Traditional, established events such as graduation, Prom, 8th grade promotion
- Mitigation Protocols in place
- **Health Metrics in moderate to substantial range
 - Positivity Rate - 5% to 7.9% (Moderate)
 - Number of Cases - 50-99 cases per 100,000 (Substantial)

**The Arizona Department of Health Services went from 3 categories to 4 recently. They are low, moderate, substantial, high. We chose those metrics based on what was done earlier in the year. Schools were to go hybrid at over 7% and over 100/100,000. Earlier these were both moderate range.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER:

MEETING DATE:4/14/2021

SUPERINTENDENT UPDATE (Action,
Discussion, and Information Items)-B.

AGENDA ITEM: Discussion and possible approval of Prom, Scholarship/Top 10, 8th Grade Promotion, and Graduation.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Discussion and possible approval of Prom, Scholarship/Top 10, 8th Grade Promotion, and Graduation.

Prom:

- Saturday, May 22 at 8:00 pm - Midnight.
- Will be held outside.
- Mitigation Protocols followed.
- CHS and CAP students only; no outside students.

Scholarship/Top 10:

- Monday, May 24 in PAC.
- Live Streamed.
- Only invited students and teachers.
- Mitigation Protocols followed.

8th Grade Promotion:

- Thursday, May 27 at 10:00 am in the Roundhouse.
- 2 guests per 8th grader.
- Live Streamed.
- Mitigation Protocols followed.

Graduation:

- Thursday, May 27 at 7 or 8:00 pm in Larry Delbridge Stadium.
- 4 guests per graduate.
- Mitigation Protocols followed.

INFORMATION AND SUPPORTING DATA:

Pinal County and zip code data indicates our percent positive and number of cases are in the moderate to substantial. Neighboring school districts are holding Prom, 8th grade promotion and in-person graduation. By choosing dates within a one week period, we believe we can eliminate a super spreader event that would impact an in-person graduation ceremony.

If approved, details will be developed and published.

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: OTHER-A.

MEETING DATE:4/14/2021

AGENDA ITEM: Motion to go into Executive Session.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Motion to go into Executive Session - Pursuant to A.R.S. §38-431.03 the Board may vote to hold an Executive Session for the following purpose(s):

(A) Discussion or consultation for legal advice with the attorney or attorneys of the public body or for discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation.

(B) Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: OTHER-B.

MEETING DATE:4/14/2021

AGENDA ITEM: Adjourn Executive Session.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**

A handwritten signature in blue ink that reads "Charie Wallace". The signature is written in a cursive style and is positioned above a solid horizontal line.

RECOMMENDATION:

Adjourn Executive Session.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: NOTICE-


MEETING DATE:4/14/2021

AGENDA ITEM: Notice of Combined Public Meeting and Executive Session of the Coolidge Unified School District No. 21.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Notice of Combined Public Meeting and Executive Session of the Coolidge Unified School District No. 21.

Pursuant to ARS 38-431.02, notice is hereby given to the members of the Coolidge Unified School District and to the general public that the District's Governing Board will hold a meeting open to the public on the date, time and place listed above. As indicated in the agenda, pursuant to ARS 38-431-03(A) (1), the District's Governing Board may vote to go into executive session, which will not be open to the public, to discuss certain matters. A copy of the agenda for the meeting will be available at the address listed above at least 24 hours in advance of the meeting. Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the superintendent's office at (520) 723-2052. Requests should be made as early as possible to arrange the accommodation.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: NOTICE-

MEETING DATE:4/14/2021

AGENDA ITEM: Public Notice of Governing Board Meeting Procedures.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Public Notice of Governing Board Meeting Procedures.

Effective immediately and until further notice, the Coolidge Unified School District Governing Board will be enforcing the Center for Disease Control's health precautionary recommendation limiting all public gatherings to ten people. *(Reference: Arizona Attorney General's Opinion dated March 13, 2020 Re: Concerns Relating to Arizona's Open Meeting Law and COVID-19).*

All Governing Board meetings will be livestreamed and available to view via the Coolidge Unified School District's Vimeo Channel:

<http://www.coolidgeschools.org/cms/One.aspx?portalId=190737&pageId=493792>

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):

**COOLIDGE UNIFIED SCHOOL DISTRICT
GOVERNING BOARD AGENDA**

AGENDA ITEM NUMBER: NOTICE-

MEETING DATE:4/14/2021

AGENDA ITEM: Instructions on How to Request Call to the Public.

SUBMITTED BY: Charie Wallace, Superintendent

RECOMMENDED TO SUPERINTENDENT BY: Charie Wallace, Superintendent

**APPROVED BY
SUPERINTENDENT:**



RECOMMENDATION:

Instructions on How to Request Call to the Public.

1. Call **(520) 723-2040**
2. Enter Extension: **2075**
3. Record name: **FIRST AND LAST NAME#**
4. Please wait to be admitted to the meeting.

Please call in by **6:00 PM**. The CUSD Governing Board will accept your call when they reach agenda item Public Participation. Please remain on the line until they do so. You will be in the same conference room with other individuals who call in. The Board will ask for one person to speak at a time based off of when you entered the conference phone line.

To ensure your comment, question, concern is heard please e-mail Kylea De La Rosa at Kylea.delarosa@coolidgeschools.org with your name and phone number in case you are lost on the phone. We will call you back.

You may also e-mail Superintendent Charie Wallace at charie.wallace@coolidgeschool.org or President Michael Flores, II at michaelfloresii@gmail.com ahead of time with your comment.

INFORMATION AND SUPPORTING DATA:

PROJECTED COST:

FUNDING SOURCE:

TRAVEL (OVERNIGHT FOR STUDENTS; OUT-OF-STATE FOR STAFF):