

COOLIDGE UNIFIED SCHOOL DISTRICT NO. 21
Governing Board of Education Regular Meeting Minutes
April 10, 2024

REGULAR MEETING

Date, Time, Place of Meeting

The Governing Board of Education held a Regular Meeting on Wednesday, April 10, 2024, 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 Linda Heath, Member Kris Gillespie, Member Diana Guerrero and Member George Arredondo.

Approval of Agenda

Vice President Linda Heath MOVED, SECOND by Member George Arredondo, to Approve the Board Agenda. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

PUBLIC PARTICIPATION

There was one public participation in this meeting.

I. PRESENTATIONS

- A. Principals' Update - presented by Dr. Natay Ferguson, Dr. Yvette Dix, Marc Bruno, Rosanne Headley, and Kelly Ferguson.

Coolidge High School – Updates from Principal, Dr. Natay Ferguson

- CHS participated in Skills USA State Competition received the Quality Chapter Award as well as eight Torch awards. Austin Davis, one of our students took second in job interview and will be heading to Nationals to compete.
- FFA received the Gold Chapter Award and over 40 different awards and ribbons from Pinal County Fair.
- State testing, the students finished the practice tests, and had 71 students show improvement from the beginning of the school year to the post practice tests. Last week CHS had a great turnout for the actual state testing. They were well over 95%.
- CAC parent night is tomorrow evening (04/11).
- Friday evening (04/12) is the prom at The Paramount Theater in Casa Grande.
- The blood drive is on (04/23).

- Mr. Bear competition On (04/24) Mr. Bear is a pageant for our male students. They have 10 different categories they will be competing in.

Coolidge Junior High School – Updates from Principal, Dr. Yvette Dix

- CJHS students participated in the CUSD Got Talent. We had a student win first place, and another win 3rd place.
- The new covered outdoor seating area went up over spring break, and it has been a hit with everyone on campus. The students and teachers Absolutely love it!
- Testing has also been going on at CJHS. So far, we've completed the AZSCI testing and AASA writing test and all the reading tests. This next week we will be wrapping up with the math tests. Makeup days are scheduled (04/10) and (04/11) for testing and to get us to 95%.

Coolidge Alternative Program and Coolidge Virtual Academy – Updates from Principal, Marc Bruno

- Ninth grade ACT Aspire Test is at 95% tested. Junior High AESA are completely tested at 97%. 11th grade AZSCI are at 100% tested. CAP and CVA are currently in the middle of taking the ACT.
- Next Tuesday (04/16) Mr. Lathan. our counselor is taking our seniors to a second round of college visits to CAC to sit in the classroom and gain experience.
- On May 1st at 6:00PM there will be parent night where we will be making a presentation to the students and parents on our new program model.

Heartland Ranch Elementary – Updates from Principal Rosanne Headley

- HLR had the 2nd annual March Madness event. Student athletes from the high school came over and helped coach the students. The students had to have less than eight absences all year and meet a certain grade GPA to participate.
- We had our fourth annual Battle of the Books last night (04/09). The championship was between West and Heartland Ranch. Both teams did a wonderful job. Thankfully the Wildcats were able to pull off the win off once again.
- All April we have done an attendance incentive day. On May 1st, all students who have perfect attendance for the month of April get to participate in a game truck, a tie dye station and snow cones. Going into the fourth quarter, we have seen a decrease in attendance getting into the last part of the year. Doing this has helped tremendously.
- We've tested 100% in writing, science and in third grade oral reading fluency. Currently only 20 students are missing the reading test that was done this week.
- May 2nd, HLR will have the second semester awards. Kinder through second grade will be recognized at 9:30AM and third, fourth, and fifth will be recognized at 1:30PM.

West Elementary – Updates from Principal Kelly Ferguson

- At West, over the last month there has been quite a few field trips. Kindergarten went to Mac Farms. Second grade went out to CAC and learned about gardening and plants.
Last week Mr. Stewart took a group of students to the Music Museum.
And In a few weeks the Art teacher is taking the fifth graders to the Art Museum.
- On the 28th of March, the Student Council hosted their first spaghetti dinner. The Culinary students come and prepare spaghetti, and then afterwards families and students got to enjoy a dance. There we sold 125 tickets, and everyone had a great time.
- Last week West participated in CUSD's got talent show. Our music teacher, Mr. Steward organized the event. 12 students participated and they did a wonderful job.

- B. Governing Board Outstanding Character Awards - presented by Kelly Ferguson, Rosanne Headley, Marc Bruno, Dr. Yvette Dix, and Dr. Natay Ferguson

Governing Board Outstanding Character Awards were presented to the following students:

- *Caitlyn Roll - 4th Grade - West Elementary*
- *Eloise Memmott - 4th Grade - Heartland Ranch Elementary*
- *Alias Banda - 10th Grade - Coolidge Alternative Program*
- *Amaira Aguirre - 8th Grade - Coolidge Junior High*
- *Marjorie Watson - 11th Grade - Coolidge High School*

- C. Governing Board Outstanding Service Awards - presented by Rosanne Headley and Kelly Ferguson.

Governing Board Outstanding Service Awards were presented to the following staff:

- *Vanessa McHugh - 1st Grade Teacher- Heartland Ranch Elementary*
- *Christopher Steward - Music Teacher - West Elementary*

II. CONSENT AGENDA

- A. **Approval of the Auxiliary Operations and Student Activities Reports for the month of March, 2024.**
- B. **Approval of the Donations Log for March, 2024.**

- C. **Approval of the Voucher Log for March, 2024.**
- D. **Approval of the Minutes of the March 6, 2024 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 revisions to Policy Advisory 763-786, 2nd Reading.**
 - 3. **Approval of asset disposal.**
 - 4. **Approval for out-of-state travel and expenses for Lt. Col. Richard Callahan, MCJROTC Advisor, Rebca Callahan, Volunteer and 8 students to attend the 2024 WRP Principal's Meeting in Beaver Creek, CO, April 30th - May 2nd, 2024.**
 - 5. **Approval for overnight travel and expenses for Barbie Marley, CHS Tribes Club Sponsor, Dan Aleman, CUSD Employee, and 16 students to attend the Tribes Club End of Year Culture Trip in Flagstaff, AZ, May 3 - 5, 20224.**
 - 6. **Approval for out -of- state travel and expenses for Jonna Nissen, to attend the NAAE Region 1 Conference May 27- 31, 2024 in San Diego, CA.**
 - 7. **Approval for out-of-state travel and expenses for Coolidge High School Boys Basketball team to attend the University of California-San Diego High School Team Camp in San Diego, CA, June 28 to June 30, 2024.**
 - 8. **Approval for overnight travel and expenses for CTE Instructors/Advisors to attend the Annual Arizona Career and Technical Education (ACTEAZ) Summer Conference in Tucson, AZ, July 11-17, 2024.**
 - 9. **Approval for out of state travel and expenses for Christopher Steward, Music Teacher, and band/choir students to attend the World Strides Music Festival in New York, NY, April 23-27, 2025**

Vice President Linda Heath MOVED, SECOND by Member Kris Gillespie, to Approved Consent Agenda. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

INSTRUCTION (Action, Discussion, and Information Items)

BUSINESS (Action, Discussion, and Information Items)

- A. Approval of the FY23 Single Audit and USFR Compliance questionnaire (roll call).

Director of Business Services Alyssa Garrett states the two reports provided come from the creation of our financial statements the full audit of our federal programs, and then financial and administrative dealings district wide. The USFR compliance questionnaire had 171 questions. This one hurt a lot because we had just five no's, which is exceptional as we have never got that close to zero before. It was hard to see the few items missed but good report overall and no findings on our feral programs.

Superintendent Hodge stated that "We've never had it to where there's not been an attendance finding".

Alyssa stated that there are 12 questions related to attendance in general. And that is everybody's attendance. Whether you come in late, you leave early, calculating your percentage of the day.

Hodge "Our attendance people did a fabulous Job."

Roll Call Vote: President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

Vice-President Linda Heath MOVED, SECOND Governing Member George Arredondo to approve the FY23 Single Audit and USFR Compliance questionnaire. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

- B. Discussion and possible action to approve the Employment Contract of Dawn Dee Hodge as the Superintendent of the Coolidge Unified School District starting July 1, 2024 and ending June 30, 2027.

Superintendent Hodge stated that this his is the contract that we negotiated last month. It went to the attorney and they are just seeking your approval at this time.

Member Kris Gillespie MOVED, SECOND Vice-President Linda Heath to approve the Discussion and possible action to approve the Employment Contract of Dawn Dee Hodge as the Superintendent for the Coolidge Unified School District starting July 1, 2024 and ending on June 30, 2027. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

HUMAN RESOURCES (Action, Discussion, and Information Items)

- A. Discussion and possible action to formally approve the administrative contracts for the 2024/2025 school year.

Human Resources Director Ben Armstrong states
What you have listed there are all the administrators, Directors, Principals, the adjustment we've made for assistant principals is they're all going to be 12 months this year. In the past we've had at 11 months. There are a few adjustments as some have completed degrees. In general, there are very few increases for administrators.

Superintendent Hodge stated

"At this time, there are no changes to administrator salaries until we get our budget from the state. This is based on the current budget that we have."

Member Arredondo asked "Is this based on the current budget we have?"

Superintendent Hodge stated "That is correct, yes".

Member George Arredondo MOVED, SECOND Member Kris Gillespie to approve Discussion and possible action to formally approve the administrative contracts for the 2024/2025 school year. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

- B. Approval of the Employee Staffing Agreement between Coolidge Unified School District and Employee Services for the 2024-2025 school year.
Approval of the Employee Staffing Agreement between Coolidge Unified School District and Employee Services for the 2024-2025 school year.

Human Resources Director Ben Armstrong states that the ESI is really how we get around allowing people to return to work the first year after they retire. We did have our lawyer look it over and they approve the verbiage. We are asking you to approve so that CUSD can continue to use ESI and hire people back for the one year while they are in retirement.

Member Diana Guerrero MOVED, SECOND Member George Arredondo to approve The Employee Staffing Agreement between Coolidge Unified School District and Employee Services for the 2024-2025 school year. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana

Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

- C. Approval and possible discussion on the recommendation of the employee insurance benefits package for the 2024-2025 school year.

Human Resources Director Ben Armstrong stated that they started with a committee then at the end decide they weren't going go out for bid. He did reach out to the staff to allow them to have input on this. Regardless on the direction there's was an increase on everything.

Lisa Westin from Gallagher states : My name is Lisa Westin and I'm your account executive with Gallagher. I work with your benefits program throughout the year, and I'm consistently in touch with your HR team regarding your benefit plans. I'm presenting essentially no changes regarding benefit vendors or benefit designs. There are a couple of changes regarding rates, but as far as network and changes, there are none for this year. Regarding your medical plan, there is an overall 8.7% increase equivalent to \$184,474.00 above current that is provided to the district this year. There has been a decrease in overall claims experience. The district has done phenomenally reduction of the claims experience. However, the trust is currently running, you're currently in the meridian as Bait trust. And the, the trust this year did not pass down anything lower than an 8.7% increase for any districts within the trust. So essentially that is, you receive the minimum renewal that was handed to any district this year. There is one change that is being proposed this year. It is the movement of your high deductible health plan. Currently, you're on the high deductible health plan A to the high deductible health plan B. So, this will provide some savings to your employees by moving to this new high deductible health plan, and will change your proposed renewal from 8.7% to 8.1%. While it does increase the cost at the time of receiving services, it does decrease the cost out of every paycheck because of the premium reduction moving from high deductible health Plan A to health plan B. The information is in the packet and explains the deductible changes between those two plans. We are maintaining your additional plans, including the Value Bronze, the Value Silver, and the Classic Gold plans. All those plans maintain that 8.7% increase. The district contribution is going to be increased this year to \$8,000 from \$7500 per employee towards their premium.

Superintendent Hodge stated "We have the money to increase the district's contribution so that the amount employees contribute increases very little in the per paycheck amount."

Lisa Westin stated: The changes regarding premiums, we only have two increases overall in your benefit plans, your vision increased this year at 3%, equivalent to \$693 annually. And your basic life increased at 11%, equivalent to \$2,298. The reason for the life insurance increase was because you came off a three-year rate guarantee and because of the rate guarantee, hold essentially your vendor Lincoln to become stable. With the current rates that are in the market the 11% was proposed for this year but they have included an additional three-year rate lock. So, we are locked in for an additional three years without any adjustments. The remaining plans in place, your PPO Dental, prepaid dental, voluntary life, EAP health savings, Cobra, FSA, and voluntary have no changes in rates, benefits, or network.

Member George Arredondo asked " The 11% on the basic life was basically a almost 3% increase, or three and a half percent increase for each year. How does that compare to other programs that you're aware of?"

Lisa Westin responded: When we moved over to Lincoln a few years ago you had an extensive

Decrease of 16%. So even after three years of holding steady and the increase now of the 11%, you're still at a decrease from where when we placed the business a few years ago. It's unusual to see an increase in the rate structure unless you've had extensive claims. But essentially, when your vendor purchased the business, they purchased it at such a low rate that this is an effort for them to basically be where the market should be. But you're still at a decrease.

Vice-President Linda Heath MOVED, SECOND Member Kris Gillespie to approve The the recommendation of the employee insurance benefit package for 2024-2025 school year. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

OTHER (Action, Discussion, and Information Items)

A. Governing Board and/or Superintendent's Report and Update

Superintendent Dawn Hodge:

We're getting towards the end of the school year with only 15 weeks before the start of next school year. We have lots of testing going on and the principals talked about offering incentives for kids if they pass one or all the testing areas. The value of those prizes goes up as the grade level increase. If they pass at least one area, at the beginning of the school year, within the first two weeks there will be pool party and barbecue at the city pool. If students in third through fifth grade, pass all the areas they will be going to Urban Air and to the movies. The junior high kids will be going to Main Event, and high school kids incoming eighth graders, they'll be ninth graders and this year's 10th graders who are last year, which will be last year's ninth graders, they'll also do Main event. And then our 11th graders, which will be next year's seniors, are going to do a turnaround trip to Knott's Berry Farm.

Lil Kiddieland moved out and renovation has begun. We have the first set of classrooms basically finished. The picker was there this week to remove the AC and replace on the side that has not yet been renovated they have also started demo on the inside.

Stephanie Thompson has been hired part-time right now. And will be our director over the preschool. We we will be offering childcare for 1 year old to 2-year-old and full preschool.

Alyssa Garrett has worked hard on staffing, scheduling, and getting everything set up.

Hopefully we can expand more than what we've been able to offer. Our early childhood education class is still going to offer a lab type setting, which would be a half day preschool that will continue at the high school, but it'll be a different model because our early childhood students will be working with them. We're going to pilot that newest model this next school year.

Other renovations taking place are a new dance floor at the high school and roofs being replaced.

Next week Act 1 will be putting on Aladdin Jr. and we have several students participating. That will be on 04/17 and 04/18 at 10AM.

Staffing wise, for next school year were finding some luck in getting staff members in. Our special education staff is almost fully staffed. As far as our sites, each site has just a couple of positions they still have left to fill.

Member George Arredondo:

The Job Fair with FBLA, they put on was great. I appreciate the participants from the community as well. Appreciate the updates on the stadium with the Turf. Thank you to Plant Ops with the Creativity on your crack seal work and getting different teams and staff working on it. George appreciates Dawn and all the work she has done and for continuing with CUSD for another 3 years.

Member Kris Gillespie:

Kris mentioned Dawn getting the FBLA Administrator of the Year Award nominated by Nichole Schmitt.

Vice President Michael Flores:

Michael let Alyssa know she did an awesome job with the report and thanked Dawn for continuing with CUSD for another 3 years.

ADJOURNMENT

Vice-President Linda Heath MOVED, SECOND Member Kris Gillespie. President Michael Flores voted "yes", Vice-President Linda Heath voted "yes", Member Kris Gillespie voted "yes", Member Diana Guerrero voted "yes" and Member George Arredondo voted "yes"

MOTION CARRIED: 5-0

These minutes were respectfully submitted by Andrea Felix and approved on May 08, 2024.

Governing Board

Title

Date

Public Notice of Governing Board Meeting Procedures.

The Coolidge Unified School District Governing Board Meetings are open for members of the community/public to join in-person. We will continue to operate our livestream services through the Coolidge Schools Vimeo account with the exception of meetings during school

breaks. Visit our website for direct access:

https://www.coolidgeschools.org/gb_members