

**LAKE HAVASU UNIFIED SCHOOL DISTRICT NO.1**  
2200 Havasupai Blvd., Lake Havasu City, AZ 86403

**Governing Board Minutes**

November 19, 2019

**REGULAR MEETING:**

1. Routine Opening of Meeting - Call to Order

The Regular Meeting of the Governing Board of Lake Havasu Unified School District No. 1 was called to order by Governing President, Kathy Cox, in the District Boardroom, 2200 Havasupai Blvd., Lake Havasu City, Arizona at 6:00 p.m., on November 19, 2019.

1.1 Moment of Silent Prayer or Reflection

1.2 Roll Call

BOARD MEMBERS PRESENT: Kathy Cox, President  
Lisa Roman, Vice President  
Nichole Cohen, Member  
John Masden, Member  
Archana Aliyar, Member

BOARD MEMBERS ABSENT:

ADMINISTRATION PRESENT: Diana Asseier, Superintendent  
Jaime Festa-Daigle, Director of Personnel  
Brad Gardner, Director of Educational Services  
Aggie Wolter, Director of Special Services  
Claude Sanders, Principal, Havasupai Elementary  
Corey Triassi, Principal, Starline Elementary  
Roger Burger, Principal, Nautilus Elementary  
Brett Bitterman, Principal, Oro Grande Classical Academy  
Mari Jo Mulligan, Principal, Thunderbolt Middle School  
Lindsay Bitterman, Assistant Principal, Thunderbolt  
Scott Becker, Principal, High School  
Shannon Williams, Assistant Principal, High School  
Terry Fleming, Secretary

Others: 6

1.3 Pledge of Allegiance

1.4 Call for an Executive Session – none

2. Call to the Public - none

3. Recognition of Visitors

- High School Knight Voices under the direction of Carmen Domek gave a beautiful performance.
- Lake Havasu City Education Association (LHCEA) Carol Nowakowski reminded everyone that this is America Education Week.

4. Consent Agenda

4.1 Approval of Consent Agenda

4.1.1 Approval of Minutes:

Regular Session of October 22, 2019  
Special Session of October 1, 2019 (2); October 15, 2019  
Work Session of October 30, 2019  
Executive Session on October 1, 2019

4.1.2 Approval or Modification of Agenda

4.1.3 Personnel Report: Certified; Employment, Separation, Exception to Policy, Long Term Leave, Other. Support Staff; Employment, Separation, Exception to Policy, Long Term Leave, Other.

4.1.4 Acceptance of Gifts and Donations to the Lake Havasu Unified School District in the amount of \$70,435.64 and to Student Activities Organizations in the amount of \$3,192.45.

*A detailed list of donations can be viewed as background material by contacting the District.*

4.1.5	Approval of Travel	Asseier
4.1.6	Approval of attached Statement of Assurance Form for Teacher Evaluation System Status – FY 2020-2021	Gardner
4.1.7	Approval of 2019-20 School Site / District Emergency Response Plans	Wolter
4.1.8	Notification of Emergency Procurement – Four Boiler Pumps at Lake Havasu High School	Murray

Mrs. Cohen moved, seconded by Mr. Masden, to approve the Consent Calendar as presented. Motion withdrawn by both.

Mr. Masden moved, seconded by Mrs. Cohen to approve the Consent Calendar as presented with the removal of 4.1.8. Notification of Emergency Procurement to 4.2.

Mrs. Cohen provided that the total Carbon Emissions (CO<sub>2</sub>e) for this month's travel requests equals 0.86 metric tons of CO<sub>2</sub>e.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 4.2 Item(s) removed from the Consent Agenda

Mrs. Asseier recommended the Board approved the Notification of Emergency Procurement: the secondary boiler pumps at LHHS sustained major pump seal failure resulting in almost complete loss of pressure to supply water to the boiler, which produces heat. The primary pumps are also demonstrating signs of seal failure due to water leaks. The pumps are approximately 25 years old. The isolation valves, due to age have also failed, making it difficult to control water flow.

Pueblo Mechanical quoted parts and labor for the replacement of the pumps, including expedited pricing to reduce lead-time to four weeks. The boiler is now shut down due to inadequate water flow. Due to the age of the existing parts and equipment, re-piping and insulating is required and is also included in the quote. This item will serve as notice to the Governing Board and will be retained in the school district files.

The funding source for the replacement of the four pumps, valves, piping and insulating will be bond funds.

Mr. Masden moved, seconded by Mrs. Cohen to approve 4.2 as presented.

Mr. Masden requested that notifications of emergency procurement be put on the board agendas as action items.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 5. Old Business - none

#### 6. New Business

##### 6.1 Discussion and Possible Action on Community Member Suggestion for Measuring District Performance

Mrs. Cox recommended that the Board will discuss, consider, and possibly take action on the suggested project submitted by Mr. Richard W. Hawkins on measuring the district's performance compared to the curriculum philosophy that the Board developed last year.

The following attachment from Mr. Hawkins describes the detail. However, the paragraph below summarizes the project suggestion.

Mr. Hawkins suggested an honest review of assessing where LHUSD stands, not just within AZ per the AZMERIT, but with regards to the NAEP and other standardized testing as well as local assessments on issues the tests don't cover. And not just comparison with the other public education districts but with classical liberal arts schools specializing in Western Civilization, for instance. How does it measure up to our curriculum philosophy? Mr. Hawkins was present to answer any questions.

The Board has several options for consideration:

- Direct the Superintendent and staff to develop a metric by which to measure the district based on the suggestions;
- Direct the formation of a committee to identify a metric by which to measure the district based on the suggestions;
- Direct the Superintendent to postpone the item for discussion and action after state testing; and/or
- Direct the Superintendent to postpone the item for discussion and action after a new Superintendent is selected and can provide input;
- Determine as a Board that this is not a project it wishes to pursue.

Mr. Masden moved, seconded by Mrs. Roman, to direct the Superintendent to conduct an investigation into potential standards/metrics with no particular deadline.

Discussion ensued on how this could be accomplished and using our District Curriculum Philosophy. Mr. Hawkins gave clarifying information. Mrs. Cohen shared several books that would be good to read concerning this; The Deliberate Dumbing Down of America by Charlotte Thomson Iserbyt, The Neuroscience of Intelligence by Richard Haier, and Behind the Green Mask: U.N. Agenda 21 by Rosa Koire.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.2 Discussion and Possible Action on Fund-Raising Policies: JIBA Student Government, JJE Student Fund-Raising Activities, and KJA Booster Organizations

Mrs. Cohen recommended that the Board will discuss, consider, and give direction on fund-raising policies regarding the use of non-standardized shirts and marquees as fund-raisers. See attached Policies: JIBA Student Government, JJE Student Fund-Raising Activities, and KJA Booster Organizations.

Mr. Masden moved, seconded by Mrs. Roman, to open discussion on item 6.2.

Discussion on concerns that students are paying to wear different shirts and selling access the marquees. Several audience member spoke to why they are doing the fund-raisers; Melissa P, Cathleen Killian, and Andrea Helart.

Mr. Masden moved, seconded by Mrs. Roman, to close discussion on item 6.2. No action was taken.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.3 Discussion and Possible Action on Future District ALICE Trainings

Mrs. Roman recommended that the Board will discuss, consider, and give direction on future District ALICE trainings.

Mr. Masden moved, seconded by Mrs. Cohen, to open discussion on item 6.3.

Discussion ensued on if training is mandatory or optional; fire extinguishers in every classroom as a tool/weapon; and portable partitions that need to be stable walls for security.

Mrs. Asseier explained that the partition work would go to the School Facilities Board first to see if they would pay for the work, and if not it would come out of bond funds. Mr. Masden reminded all that fire extinguishers are expensive and there would be annual maintenance on them. Mrs. Asseier explained that the Fire Department had donated firehoses for doors. Mrs. Asseier explained that the training is mandatory for all staff, but we cannot mandate that staff work during non-work hours, so flex time was given if staff wanted to stay.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.4 Selection of Two Governing Board Members to be on the 2020-21 Budget Committee

Mrs. Asseier recommended that the Board will discuss, consider, and select two (2) Governing Board Members to be on the 2020-21 Budget Committee.

Budget committee meeting dates will be at the High School Library at 3:30 p.m. on January 15; January 29; February 12; and February 29, 2020.

Mrs. Cox moved, seconded by Mrs. Roman, to approve Mr. Masden and Mrs. Cohen as members of the Budget Committee. Motion withdrawn by both after discussion.

Mrs. Cohen moved, seconded by Mrs. Cox, to approve Mrs. Aliyar and Mrs. Roman as members of the Budget Committee

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.5 Approval of Architectural Services – LHHS Safety and Security Improvements

Mrs. Asseier recommended the Governing Board approve the procurement of architectural services to Emc2 Architects for the design of safety and security improvements to Lake Havasu High School's perimeter fencing. Payment will come from bond funds at a Not to Exceed amount of \$40,000.00.

On August 20, 2019, the Governing Board approved architectural services for district wide safety and security improvements. The original scope of architectural service work at the high school was limited to the new construction design of an administration/front office building. Architectural services include design, landscape architect, and civil engineering fees.

Upon completion or near completion of design, procurement relating to construction services will occur

and will come to the Board at a later date.

In the Spring of 2017, Emc2 responded to a Request for Qualifications (RFQ) for Architectural Services, issued by the district. A committee evaluated Emc2's qualifications and the Governing Board approved Emc2 services on June 20, 2017. Emc2 is currently under purchasing contract with 1GPA 18-21P-06.

This item has been reviewed and approved by Purchasing.

Mr. Masden moved, seconded by Mrs. Roman, to approve 6.5 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.6 Presentation/Review of Policy GDQC Retirement of Support Staff Members

Mrs. Fiesta-Daigle recommended that the Board suspend Governing Board Policy BGB (Policy Adoption) related to a first and second reading, and approve this presentation of revisions to revised Policy GDQC Retirement of Support Staff Members.

This request is to correct amount of retirement insurance premiums paid by the District.

Policy GDQC was taken to the Board with changes on February 19, 2019. Maximum amount for retirement insurance premiums read three thousand dollars (\$3,000). That amount had been previously changed to four thousand dollars (\$4,000) by Board on April 29, 2016.

Mr. Masden moved, seconded by Mrs. Cohen, to suspend Governing Board Policy BGB (Policy Adoption) related to a first and second reading, and approve this presentation of revised Policy GDQC Retirement of support staff members as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.7 Approval of Increase in Substitute Pay

Mrs. Fiesta-Daigle recommended the Governing Board approve increasing daily certified substitute pay from \$90 to \$100. It is also recommend that classified substitute pay be moved from \$11 to \$12 per hour to comply with minimum wage.

On January 1, 2020 minimum wage will increase to \$12 an hour by law. In order to comply with the law classified substitute pay must be moved to \$12 an hour. We are making the request to also increase the daily rate for substitute teachers to \$100 to ensure that we are offering a competitive rate that is commensurate with the increase classified substitutes will receive.

LHUSD will continue to offer substitutes \$115 for substituting between 11 and 20 days in the same classroom and \$155 for substituting over 21 days in the same class.

This change has been reviewed with the business department and can be accommodated within the current budget.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.7 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.8 Approval of Additional Staff Work Days Beginning 2020-21 Calendar Year

Mrs. Fiesta-Daigle recommended that the Board approve additional staff work days as shown in the chart below:

Work Calendar Days SY 19-20	Job Title	First Day of Work	Last Day of Work	Work Calendar Days SY 20-21	# Days Added for SY 20-21
187	Academic Coach CTE Coordinator Interventionist Preschool Coordinator Psychologist Speech Therapist Teacher Teacher on Assignment	7-27-20	5-21-21	188	1
187	Occupational Therapist Physical Therapist Part-time Professional Support <sup>1</sup>	7-27-20	5-21-21	188	1
197	Computer Lab Manager COTA Media Assist (Naut/Jam/Smk)	7-27-20	5-20-21	199	2

	Paraprofessional Personal Care Assist Physical Therapy Assist (PTA) Security Guard SLPA				
199	Bus Driver Bus Monitor	7-27-20	5-21-21	200	1
201	Nurse	7-20-20	5-21-21	207	6
225	Admin Assist Elementary	7-6-20	6-17-21	235	10

Administration would like all staff that have not already started before Monday, July 27, to start that day. The updated work calendar will ensure there is adequate time to allow staff to receive all training prescribed by the state and district and that is needed to ensure safety and effective practices from the start of school. Because of the importance of working with staff as a team at the start of school and the need for staff to be working in classrooms, the extra time is warranted. Positions not listed will continue on the current work calendar.

In addition, six days are added to the nurses' schedule to allow for them to be on site for student registration, and ten days are added to administrative assistants to support families throughout the summer.

This item was approved by the business office. The estimated cost for the 2020-21 year is \$123,000. This request is being made at this time to address calendar changes through the Board and scheduling that will need to occur.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.8 as presented.

Mrs. Festa-Daigle explained that this request is being made because there are more and more mandated trainings to do before school starts and there is a need to have school offices open earlier for registration. ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.9 First Presentation/Review of Revision to Policies IHAMB and IHAMB-R Family Life Education

Mrs. Asseier recommended that the Board approve the first presentation of the revisions to policies IHAMB and IHAMB-R Family Life Education.

Suggested policy changes were agreed upon by the Governing Board at a Special Session on November 5, 2019. Copy of policies were sent electronically to the Board prior to this meeting. Policy changes were sent to legal for review and changes by legal were given to the Board prior to the meeting.

Mrs. Roman moved, seconded by Mrs. Aliyar, to approve item 6.9 with change to IHAMB-R: add "and guest speakers," to the first paragraph, and remove the last paragraph.

Mrs. Roman amended her motion, seconded by Mrs. Aliyar, to approve item 6.9 with change to IHAMB-R: add "and guest speakers," and remove the last paragraph. And, change IHAMB from 'Instruction on Elective Abortion' to 'Preference for childbirth and Adoption' and delete 'which discuss elective abortion.'

Discussion on reasons to keep or delete last paragraph of IHAMB-R.

Mrs. Roman amended her motion, seconded by Mrs. Aliyar, to approve item 6.9 with change to IHAMB-R: add "and guest speakers," and change IHAMB from 'Instruction on Elective Abortion' to 'Preference for childbirth and Adoption' and delete 'which discuss elective abortion.'

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.10 Approval of Vouchers, Student Activity Funds, and Auxiliary Funds

Mrs. Asseier recommended the approval of:

Approval of Vouchers – Vouchers for October 2019 / \$3,605,055.56

Student Activity Funds for K-12:

- July 2019 \$259,325.74
- August 2019 \$285,005.82
- September 2019 \$284,926.08

Student Activity transactions for July and August will be emailed to the Board separately.

Auxiliary Funds are not available yet for July, August and September.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.10 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

7. Informational

\* Superintendent

- Mrs. Asseier thanked our community for the generous Gifts and Donations made to the District.

\* Directors reports from Educational Services, Personnel/Technology and Special Services.

- Mrs. Asseier explained that the novels that were ordered were approved over the summer.

Teachers will be at the December board meeting to discuss their selections of novels.

- Mrs. Asseier stated that our focus will continue to be on safety and being prepared, and was appreciative for bringing in Rachel's Challenge.

\* Governing Board Members

- Mrs. Cohen would like to explore a writing program by Jordan Peterson and possibly pilot program as an intervention for High School students. [selfauthoring.com](http://selfauthoring.com)

- Mr. Masden would like an agenda item in January 2020, to look at door locks for security that are put at the bottom of doors and prevent doors from being opened.

- Mrs. Cox gave a Shout Out to our Tech Department; the 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> graders at Smoketree who won the ASU Math Olympics; Larry Olsen and Eric Aurand for their work on the Math Olympics; and Oro Grande's Robotic Club with sponsors Molly Hooks and Tara Smith.

8. Call to the Public – none

9. Communications

- The next regular board meeting will December 17, 2019.

10. Adjournment

Mr. Masden moved, seconded by Mrs. Roman to adjourn at 8:32 p.m.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

Video of the entire meeting may be seen on the District website [[www.lhusd.org](http://www.lhusd.org)] under Governing Board.

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Minutes of the Regular Governing Board meeting of November 19, 2019, are approved as submitted.

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Kathy Cox, Board President

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Lisa Roman, Board Vice President