

LAKE HAVASU UNIFIED SCHOOL DISTRICT NO.1

2200 Havasupai Blvd.
Lake Havasu City, AZ 86403

Special Governing Board Minutes

March 31, 2021

1. Call to Order

The special session of the Governing Board of Lake Havasu Unified School District No. 1 was called to order by Governing Board President, John Masden, in the Lake Havasu High School Performing Arts Center, 2675 Palo Verde Blvd. S, Lake Havasu City, Arizona at 4:00 p.m., on March 31, 2021.

1.1 Moment of Silent Prayer or Reflection

1.2 ROLL CALL

BOARD MEMBERS PRESENT: John Masden, President
Dr. Eric Aurand, Vice President
Lisa Roman, Member
Archana Aliyar, Member
Kyle Neidermann, Member

BOARD MEMBERS ABSENT:

ADMINISTRATION PRESENT: Dr. Rebecca Stone, Superintendent
Michael Murray, Director of Business Services
Aggie Wolter, Director of Special Services
Jaime Festa-Daigle, Director of Personnel/Tech
Terry Fleming, Secretary

Others: 7

1.3 Pledge of Allegiance

2. Review and Accept Agenda for this Session

Mrs. Roman moved, seconded by Mr. Neidermann to approve the agenda as presented.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3. Action Items

3.1 Approval to Appoint Smoketree Elementary School Principal

Dr. Stone recommended the Governing Board approve Mrs. Nina Mersing as the next Principal of Smoketree Elementary.

Mrs. Roman moved, seconded by Dr. Aurand to approve item 3.1 as presented.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3.2 Approval to Appoint Director of Student Achievement

Dr. Stone recommended the Governing Board approve Mrs. Festa-Daigle to the position of Director of Student Achievement. This position was formerly named Director of Educational Services.

Mr. Neidermann moved, seconded by Dr. Aurand to approve item 3.2 as presented.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3.3 Approval of Compensation Package for 2021-22

Mr. Murray recommended the Governing Board approve the compensation package for 2021-2022. This compensation proposal for 2021-2022 provides the following:

Salary-

- A base salary increase of \$1,000 for certified staff working 188-225 days
- A base salary increase of \$1,200 for certified staff working 226-261 days
- An hourly increase of \$0.40 for classified staff
- A one-time Cost of Living Adjustment (COLA) of 4.5% for all employees paid by two separate

checks on two dates established during the 2021-22 fiscal year

Benefits-

- District paid annual medical benefit premiums will increase from \$9417.96 to approx. \$9575.88. An EPO and High Deductible Health Plan (HDHP) are available to employees and their qualified dependents. If an employee elects the HDHP, the district will contribute \$694.80 to the employee's Health Savings Account (HSA).

Athletic Fees-

- Maintain current athletic participation fees

Additional compensation includes Classroom Site Funds (Prop 301 Funds):

- Continue to fund Classroom Site Funds per legal guidelines
- Fund 13 - \$106.25 per 301 eligible employee per month to continue to supplement insurance premium
- Funds remaining after allocations become part of the overall carryover for the district's respective Classroom Site Fund categories to be used in the next fiscal year for the benefit of all current, 301 eligible certified staff

Salary and Benefit proposals were discussed through a district budget committee comprised of administrators, certified and classified staff, as well as appointed Governing Board members. The committee met on February 24, March 3, and March 10.

The backup to this item was provided to Governing Board members prior to the March 31, 2021 meeting.

Dr. Aurand moved, seconded by Mr. Neidermann to approve item 3.3 as presented.

Dr. Aurand was thankful that he and Mr. Neidermann were able to be on the budget committee and see how the process took place. He was also thankful that staff were asking throughout the process, 'What would help the kids'.

Mr. Murray reviewed a powerpoint presentation used at the last budget committee meeting on March 10.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3.4 Approval of Certified/Administrative/Supervisor Staff for 2021-22, Staff Moving from Non-Continuing to Continuing Status in 2021-22, and 2021-22 Certified Contracts

Mrs. Festa-Daigle recommended that the Governing Board approve employment for the 21-22 school year for the listed Certified, Administrative, and Supervisor staff: Teachers, Counselors, Speech Therapists, Speech Technician, Psychologists, Directors, Administrators, and Coordinators.

It is recommended that the Governing Board approve the staff moving from non-continuing status to continuing status in the 2021-22 school year.

It is recommended that the Governing Board approve the 2021-22 teacher contract. There have been no changes from 2020-21.

Mrs. Roman moved, seconded by Mr. Neidermann to approve item 3.4 as presented.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3.5 Approval of Support Staff for 2021-22 and 2021-22 Support Staff Contracts/Notice of At-Will Employment

Mrs. Festa-Daigle recommended that the Governing Board approve the listed support positions with the district for the 2021-22 school year.

It is recommended that the Governing Board approve the 2021-22 Support Staff Contracts/Notice of At-Will Employment.

Dr. Aurand moved, seconded by Mrs. Roman to approve item 3.5 as presented.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

3.6 Approval of District Provided Retiree Insurance Benefit Subsidy and Phased Subsidy Reduction Plan

Mr. Murray recommended the Governing Board retroactively approve a district provided retiree insurance benefit subsidy and phased subsidy reduction plan.

The district completes the Arizona State Retirement System (ASRS) – Employer Health Insurance

Plan/Premium Breakdown Table, annually. This year, the payroll department noticed a change to the form. The form shows a revision date of 1/29/2020. The form included the question; is any portion of this premium being paid by the employer? Yes/No. The question is followed by a Note, which references ARS 38-783. The payroll department did reach out to ASRS to seek clarification on the revised form. After several emails and phone conversations with ASRS, it was confirmed that those who retired after August 2, 2012 are not eligible for Premium Benefit Payments from ASRS.

The district does pay a portion of eligible retiree insurance premiums. As a result, retirees are not eligible to receive ASRS Premium Benefit Payments of \$150/mo. for the retiree and a total of \$110/mo. for any and all dependents that a retiree is insuring.

As this was discovered after the start of the school year and communication to seek clarification and attempts to appeal, based on verbiage contained in statute, the district is seeking retroactive approval to subsidize the premium benefit for FY21. The district also proposes a phased subsidy reduction to assist retirees in adjusting to the absence of the ASRS Premium Benefit.

The proposed phased subsidy for the \$150/mo. for the retiree and a total of \$110/mo. for any and all dependents that a retiree is insuring is as follows:

FY21 – retroactive 100%	FY22 – 100%
FY23 – 50%	FY24 – 0%

This item has been reviewed by the Business Department and Legal.

Mrs. Roman moved, seconded by Dr. Aurand to approve item 3.6 as presented.

Mr. Murray answered questions from the board.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

4. Announcements – next regular board meeting will be April 13, 2021 at 6:00 p.m.

5. Adjournment

Mr. Neidermann moved, seconded by Dr. Aurand to adjourn the Special Meeting at 4:28 p.m.

ROLL CALL VOTE: Aliyar: YES, Roman: YES, Neidermann: YES, Aurand: YES, Masden: YES

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

Minutes of the Special Governing Board meeting of March 31, 2021, are approved as submitted.

John Masden, Board President

Eric Aurand, Board Vice President