

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

GOVERNING BOARD MEETING

Tuesday, March 9, 2021

Agenda and information in the packet could change up to 24 hours prior to the board meeting.

Until further notice we will be enforcing the Governor's limit of 50 people for in-person gatherings. In order to comply with executive orders, entrance to the building will not be permitted once the number of attendees reaches fifty (50). If audience comments are permitted, there will be a five (5) minute time limit for any person speaking during an action item. Meeting can be viewed live at www.lhusd.org/boardvideos.

REGULAR MEETING SESSION

6:00 p.m. at the
Lake Havasu High School
Performing Arts Center
2675 Palo Verde Blvd. S
Lake Havasu City, AZ

Governing Board Members

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

Administrators

Dr. Rebecca Stone, Superintendent
Aggie Wolter, Director of Special Services
Michael Murray, Director of Business Services
Jaime Festa-Daigle, Director of Personnel/Technology



Scholarship
Character
Humanity

Please Post

NEWS RELEASE

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

For Immediate Release: March 5, 2021

For Information Contact: Terry Fleming 505-6925

NOTICE OF PUBLIC MEETING OF THE GOVERNING BOARD OF LAKE HAVASU UNIFIED SCHOOL DISTRICT NO. 1

Agenda and information in the packet could change up to 24 hours prior to the board meeting.

Until further notice we will be enforcing the Governor's limit of 50 people for in-person gatherings. In order to comply with executive orders, entrance to the building will not be permitted once the number of attendees reaches fifty (50). If audience comments are permitted, there will be a five (5) minute time limit for any person speaking during an action item. Meeting can be viewed live at www.lhusd.org/boardvideos.

Pursuant to A.R.S. 38.431.02 notice is hereby given to the members of the Governing Board of Lake Havasu Unified School District No. 1 and to the general public that the Governing Board of Lake Havasu Unified School District No. 1 will hold their regularly scheduled Governing Board meeting on **Tuesday, March 9, 2021, at 6:00 p.m. at the Lake Havasu High School Performing Arts Center, 2675 Palo Verde Blvd. S, Lake Havasu City, Arizona.**

Members of the Lake Havasu Unified School District Governing Board will attend either in person or by technological devices such as speakerphone, internet, or other device.

When necessary, the Board may vote to go into Executive Session intermittently throughout the meeting, which will not be open to the public, for discussion and consultation for legal advice regarding any of the agenda items (A.R.S. § 38-431.03 (A)(3)). The Board may also vote to go into Executive Session if so noted, which will not be open to the public, to discuss personnel matters (A.R.S. § 38-431.03(A)(1)), records exempt by law from public inspection (A.R.S. § 38-431.03(A)(2)), or for legal advice and consultation regarding pending or contemplated litigation (A.R.S. § 38-431.03(A)(4)). The Board reserves the right to change the order of items on the Agenda and to call matters in random order.


Meetings of the Governing Board may be audio or video recorded, which may result in the audio or video recording of a minor child. Pursuant to A.R.S. 1-602(A)(9), subject to certain express statutory exceptions, parents have a right to consent before the State or any of its political subdivisions makes a video or audio recording of a minor child. In order to exercise their rights, parents may either file written consent with the District, consenting to such recording, or take affirmative steps to ensure that their child is not present when a recording may be made. Should the child be present at the time a recording is made, this right will be considered to have been waived.

A copy of the agenda background material provided to LHUSD Board members (with exception of material relating to possible executive sessions) is available for public inspection twenty-four hours before the meeting at the Superintendent's Office, 2200 Havasupai Blvd., Lake Havasu City, AZ.

The AGENDA for the meeting is as follows:

Dated this 5th day of March 2021

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1



Dr. Rebecca Stone, Superintendent

The Lake Havasu Unified School District # 1 endeavors to ensure accessibility of all its programs, facilities and services to all persons with disabilities. If you need a reasonable accommodation, please contact Terry Fleming, at 505-6925, as early as possible to arrange the accommodation.

LAKE HAVASU UNIFIED SCHOOL DISTRICT NO. 1

NOTICE OF PUBLIC MEETING

March 9, 2021

**Lake Havasu High School Performing Arts Center
2675 Palo Verde Blvd. S, Lake Havasu City, AZ**

Until further notice we will be enforcing the Governor's limit of 50 people for in-person gatherings. In order to comply with executive orders, entrance to the building will not be permitted once the number of attendees reaches fifty (50). If audience comments are permitted, there will be a five (5) minute time limit for any person speaking during an action item. Meeting can be viewed live at www.lhusd.org/boardvideos.

A G E N D A

Agenda and information in the packet could change up to 24 hours prior to the board meeting.

REGULAR MEETING SESSION:

6:00 p.m.

1. Routine Opening of Meeting - Call to Order

President

1.1 Moment of Silent Prayer or Reflection

1.2 Roll Call

1.3 Pledge of Allegiance

1.4 Call for an Executive Session *(If the situation warrants, an Executive Session may be held during the meeting, pursuant to ARS 38.431.03: o A.1 for "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, except that, with the exception of salary discussions an officer, appointee, or employee may demand that such discussion or consideration occur at a public meeting." o A.3 for "Discussion or consultation for legal advice with the attorney or attorneys of the public body." o A.4 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 in pending or contemplated litigation.")*

2. Call to the Public – if requesting to speak on a posted action item no form is necessary.

Form BEDH-E is required to address the Board during Call to the Public. Form must be turned in to the Superintendent before meeting starts. There will be a five (5) minutes time limit per speaker. *At this time, the Board President will call for comments from members of the public on items not on the agenda. Because of restrictions imposed by A.R.S. § 38-431.01, discussion and action on items brought before the Board during this time will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.*

3. Recognitions and Presentations

President

- Lake Havasu City Education Association (LHCEA) / Carol Nowakowski
- Presentation on Arizona Youth Partnership (AZYP) / Aggie Wolter
- Presentation on LHUSD#1 Classroom Certification / Jaime Festa-Daigle

4. Consent Agenda (Action Items)

4.1 Approval of Consent Agenda

President

(The following items are considered to be routine or have been previously reviewed by the Governing Board and will be enacted by one motion. There will be no separate discussion on these items, unless there is a request for clarification of an item, or a request from any member of the Governing Board or citizen, that an item be removed from the Consent Calendar. Such request shall cause the item to be considered separately as an Action Item 4.2.)

4.1.1 Approval of Minutes:

Regular Session of February 16, 2021

Work Session of February 6, 2021

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. Stipends.

4.1.4 Acceptance of Gifts and Donations to the Lake Havasu Unified School District in the amount of \$6,038.96 and to Student Activities Organizations in the amount of \$0.

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

4.1.5 Approval of Travel - none

Stone

4.1.6 Approval of Change in Job Descriptions for Academic Coach, Grants Specialist, Teacher on Assignment, Instructional Technology, and Director

Festa-Daigle

of Educational Services

4.2 Item(s) removed from the Consent Agenda. *Board may remove items from the consent calendar for individual consideration.*

5. Old Business (Action Items)

5.1 Second Presentation/Review of Revisions to Policies GCD and GCD-R Festa-Daigle
Professional Staff Vacations and Holidays, GCQEA Retirement of Professional /
Support Staff Members, GDD-R Support Staff Vacations and Holidays, and GDQB
Resignation of Support Staff Members

6. New Business (Action Items)

6.1 Discussion and Action Regarding Expansion of Core Knowledge Curriculum to Stone
Thunderbolt Middle School
6.2 Approval of Monthly Governing Board Meeting Dates for 2021-2022 Stone
6.3 Approval of Vouchers, Student Activity Funds, and Auxiliary Funds Murray

7. Informational

- * Superintendent
- * Directors
- * Governing Board Members
- * Advisory Committees

8. Call to the Public – if requesting to speak on a posted action item no form is necessary.

Form BEDH-E is required to address the Board during Call to the Public. Form must be turned in to the Superintendent before meeting starts. There will be a five (5) minutes time limit per speaker. At this time, the Board President will call for comments from members of the public on items not on the agenda. Because of restrictions imposed by A.R.S. § 38-431.01, discussion and action on items brought before the Board during this time will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.

9. Communications

(This item is on the agenda to note the receipt of communications to the Board. Because of restrictions imposed by ARS §38-431.01 et seq., discussion and action on any item that is brought before the Board during this time will be deferred until a later meeting, if appropriate.)

- * Board Suggestions for Future Agenda Items President
- * Press/Media - Clarifying Questions President

(This item is on the agenda to permit the media to ask questions clarifying the factual transmission of the business of the Board.)

10. Adjournment

President

**NEXT SCHEDULED REGULAR MEETING
OF THE GOVERNING BOARD**

**Tuesday, April 13, 2021 6:00 p.m.
Lake Havasu High School Performing Arts Center
2675 Palo Verde Blvd. S, Lake Havasu City, AZ**

Lake Havasu Unified School District will engage each student with a focus on scholarship, character, and humanity - so that all students may graduate with the academic and social skills necessary to become responsible citizens and contributing members of society.

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

CONSENT CALENDAR

TOPIC: APPROVAL OF MINUTES

SUBMITTED BY: Dr. Rebecca Stone, Superintendent

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended the Governing Board approve the MINUTES as printed:

Regular Session of February 16, 2021
Work Session of February 6, 2021

Approved for Transmittal to Governing Board


Superintendent

LAKE HAVASU UNIFIED SCHOOL DISTRICT NO.1

2200 Havasupai Blvd., Lake Havasu City, AZ 86403

UNAPPROVED

Governing Board Minutes

February 16, 2021

Until further notice we will be enforcing the Governor's limit of 50 people for in-person gatherings. In order to comply with executive orders, entrance to the building will not be permitted once the number of attendees reaches fifty (50). If audience comments are permitted, there will be a five (5) minute time limit for any person speaking during an action item. Meeting can be viewed live at www.lhusd.org/boardvideos.

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, John Masden, at the Lake Havasu High School Performing Arts Center, 2675 Palo Verde Blvd. S., Lake Havasu City, Arizona at 6:00 p.m., on February 16, 2021.

1.1 Moment of Silent Prayer or Reflection

1.2 Roll Call

BOARD MEMBERS PRESENT: John Masden, President
Dr. Eric Aurand, Vice President
Archana Aliyar, Member
Lisa Roman, 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/Technology
Sean Baker, Technology Supervisor
Terry Fleming, Secretary

Others: 7

1.3 Pledge of Allegiance

1.4 Call for an Executive Session – none.

2. Call to the Public – none.

3. Recognition of Visitors

- Lake Havasu City Education Association (LHCEA) Carol Nowakowski shared Arizona Legislative Bills that the District needs to take note of: HB2123 with SB1179, HB2402 with SB1178, HB2403, HB2862, SB1139, and SB1452.

4. Consent Agenda

4.1 Approval of Consent Agenda

4.1.1 Approval of Minutes:

Regular Session of January 19, 2021

Organizational Session of January 5, 2021

Special Session of January 12, 2021

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. Stipends.

4.1.4 Acceptance of Gifts and Donations to the Lake Havasu Unified School District in the amount of \$55,385.25 and to Student Activities Organizations in the amount of \$0.

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

4.1.5 Approval of Travel - none

Stone

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

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

5. Old Business – none.

6. New Business

6.1 Approval of Intergovernmental Agreement between Lake Havasu Unified School District #1 and Mohave County Community College District for Spring Educational Programs

Mr. Murray recommended the Governing Board approve the Intergovernmental Agreement (IGA) between Lake Havasu Unified School District #1 and Mohave County Community College for Spring Dual Enrollment Courses. Approval of this agreement will allow dual enrollment with Mohave Community College and Lake Havasu High School.

Dual enrollment provides high school juniors and seniors with not only high school credits, which count toward high school graduation, but with college credits while they are enrolled in high school. High school students will be able to take Mohave Community College courses, using MCC curricula and textbooks. Classes will be taught at the high school during the school day by qualified high school instructors who are employed at Lake Havasu High School. Dual enrollment provides free college tuition for high school students who are able to take these classes and makes it possible for a graduating high school senior to have completed at least one year's worth of college credit by the end of his/her high school career, thus saving the student both time and money.

The agreement has been reviewed and approved by the district's legal counsel as to form. A copy was sent electronically to the Governing Board for review prior to the meeting.

Mr. Aurand moved, seconded by Mrs. Roman to approve item 6.1 as presented.

Mr. Masden and Mr. Aurand spoke to endorse this program.

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

6.2 First Presentation/Review of Revisions to Policies GCD and GCD-R Professional Staff Vacations and Holidays, GCQEA Retirement of Professional / Support Staff Members, GDD-R Support Staff Vacations and Holidays, and GDQB Resignation of Support Staff Members

Mrs. Festa-Daigle recommended that the Governing Board approve the first presentation revisions to Policies GCD Professional Staff Vacations and Holidays, GCQEA Retirement of Professional / Support Staff Members, GDD-R Support Staff Vacations and Holidays, and GDQB Resignation of Support Staff Members.

We are requesting to update the above personnel policies to ensure consistency in policies dealing with vacation, leave, and post-retirement employment. Currently, policy GDD has a regulation, while GCD does not. GCD has been rewritten in its original language, and a regulation was developed to specify how it would be implemented.

GCD-R and GDD-R limit vacation payout to year-round staff who complete their employment term, give appropriate notice, and are not terminated. An update to GDD-R addresses holiday pay for employees who change jobs. A section was added to include exempt, classified staff.

Changes made to GCQEA addressed the "sellback." This is not language or policy used by LHUSD. Policy now clearly states that you may only receive severance and vacation payout one time. This policy was also updated to state that upon rehire, employees who have done PREO will be paid at 80% of their last year's contract plus any current increase or be placed as a new hire, whichever is greater. This should have a minimal impact on the overall budget. Most employees will make more at 80%, which is currently in policy.

GDQB strikes a line about vacation payout, which is now addressed in GDD-R.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.2 as presented.

Mrs. Festa-Daigle explained the reason to clarify the presented policies. Mrs. Roman supports the changes.

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

6.3 Approval of Purchase of Contracted Occupational Therapy through Comphealth Medical Staffing

Mrs. Wolter recommended that the Board approve the purchase of contracted Occupational Therapy with CompHealth Medical Staffing for the remainder of the 20-21 school year not to exceed \$60,000.00.

LHUSD has taken action to recruit qualified therapy related services staff but has had difficulty filling these

openings. CompHealth Medical Staffing is an approved vendor as part of the SAVE Contract (RFP # 21-02-25). We are requesting approval of the purchase of contracted Occupational therapy service for the 20-21 school year with CompHealth Medical Staffing at a rate not to exceed \$70 hr.

LHUSD is obligated to ensure the provision of services for eligible students to receive a free appropriate public education including the provision of related services as required under the Individuals with Disabilities Education Act (IDEA).

Funds from M& O budget will be used to pay for services. This has been reviewed by purchasing and legal.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.3 as presented.

Mrs. Wolter shared that this contract would take District through the rest of this school year and through the summer Extended School Year (ESY) services. Mr. Aurand supports the items so that District can help every student.

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

6.4 Approval of Renewal of Microsoft Licensing

Mrs. Festa-Daigle recommended the Governing Board approve renewal of Microsoft licensing in an amount not to exceed \$55,000 annually for 3 years (locked pricing).

This renewal purchase covers all district-owned devices for licensing, upgrades to Microsoft Desktop Operating Systems, Office 365 Subscriptions for all staff and students, Office 2016 Professional Plus, and Windows Servers.

With this plan, LHUSD currently licenses 3700+ Windows desktop and laptop devices, 50+ servers and utilizes online access to Office 365 for 590 of our staff members as well as students. LHUSD has been able to grow the number of new student devices with Enterprise Platform management with little or no additional licensing costs by using this Volume Licensing Plan.

This purchase is based on Microsoft's Academic Open Value License with pricing provided by Insight Public Sector using the U.S. Communities Cooperative Contract # 4400006644. This purchase has been reviewed and approved by the Business Department and legal.

Funding will come from the Bond's second issuance, as outlined in the Citizens for Havasu Schools document titled Allocation of Capital Improvement Expenditures.

Mr. Masden moved, seconded by Mr. Aurand, to approve item 6.4 as presented.

Mr. Sean Baker, Technology Supervisor, was present to talk about the licensing and answer questions. Mr. Masden stated that this helps our students and District.

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

6.5 Approval of Vouchers, Student Activity Funds, and Auxiliary Funds

Mr. Murray recommended the approval of:

Approval of Vouchers – Vouchers for January 2021 / \$6,600,936.15

Student Activity Funds for K-12 for December 2020 / \$273,493.14

Auxiliary Funds for December 2020:

Smoketree	\$ 17,819.49
Thunderbolt	\$ 127,574.38
Havasupai	\$ 12,664.64
Starline	\$ 23,590.46
Nautilus	\$ 15,589.07
Oro Grande	\$ (2,227.22)
Jamaica	\$ 26,100.30
High School	\$ 500,173.71
District Office	\$ 4,861.90

K-12 Student Activities Funds Report and the Auxiliary Reports for each school for December 2020 will be emailed to the Board prior to meeting.

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

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

7. Informational

* Superintendent

- Dr. Stone announced that Starline had their grand opening of their new playground today.
- She shared that the Parent Night for Core Knowledge has taken place by Zoom, and is on the District's website. There will be more Parent Nights scheduled.
- Dr. Stone thanked the teachers, principals, and all the support staff for their work during this time.

8. Call to the Public – none.

9. Communications

- Due to Spring Break the next regular board meeting will be Tuesday, March 9, 2021.

10. Adjournment

Mrs. Roman moved, seconded by Mr. Aurand to adjourn at 6:32 p.m.

ROLL CALL VOTE: Aliyar: YES, Neidermann: YES, Roman: 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 Regular Governing Board meeting of February 16, 2021, are approved as submitted.

John Masden, Board President

Eric Aurand, Board Vice President

LAKE HAVASU UNIFIED SCHOOL DISTRICT NO.1

2200 Havasupai Blvd., Lake Havasu City, AZ 86403

UNAPPROVED

Governing Board Minutes

February 6, 2021

WORK SESSION MEETING:

1. Opening of Meeting - Call to Order

The Work 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 District Boardroom, 2200 Havasupai Blvd., Lake Havasu City, Arizona at 9:00 a.m., on February 6, 2021.

1.1 Moment of Silent Prayer or Reflection

1.2 Roll Call

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

BOARD MEMBERS ABSENT:

ADMINISTRATION PRESENT: Dr. Rebecca Stone, Superintendent
 Tosca Henry, Legal Counsel, The Tosca Law Firm, PLC
 Terry Fleming, Secretary

Others: 0

1.3 Pledge of Allegiance

2. Review and Accept Agenda for this Session

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

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

3. Training on Boardsmanship and Open Meeting Law

Dr. Stone introduced the District's Legal Counsel, Ms. Tosca Henry from The Tosca Law Firm, PLC.

Ms. Henry reviewed her power point with two parts:

Boardsmanship: Scope of Legal Authority; Boardsmanship-Board Powers (BBA); Common School Board Responsibilities; Board Member Authority-BBAA; Boardsmanship: Board Duties (BBA); Scope of Authority; Don't Lose Sight Of The Goal; Boardsmanship: Board of Ethics (BCA); Parliamentary Procedure (BED)(BDB); Board-Superintendent Relationship; Communications with Staff (BHC); Communications with Public (BHD); Public Concerns/Complaints KE & KE-R; Use of Technology (EGD); Conflicts of Interest (BCB); Legal Liability; and Board Member Immunity.

Open Meeting Laws: Big Picture; Who is subject to the Open Meeting Laws?; When do the Open Meeting Laws Apply?; What is a meeting?; Email Communications; Four Main OML Criteria- Location, Notice, Agendas, and Minutes; Rights of the Public; Executive Sessions; and OML Violations.

If Board members have legal questions for Ms. Henry, they may send their request to Dr. Stone.

4. Updates and Announcements – next regular board meeting is February 16, 2021 at 6:00pm at the High School.

5. Adjournment: Following a motion by Mr. Neidermann, seconded by Mrs. Roman, the meeting was adjourned at 10:51 a.m. by a unanimous vote.

ROLL CALL VOTE: Neiderman: YES, Aliyar: YES, Aurand: YES, Roman: 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 Work Session Governing Board meeting of February 6, 2021, are approved as submitted.

John Masden, Board President

Eric Aurand, Board Vice President

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

CONSENT CALENDAR

TOPIC: APPROVAL OR MODIFICATION OF AGENDA

SUBMITTED BY: Dr. Rebecca Stone, Superintendent

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended the Governing Board approve the AGENDA as presented.

Approved for Transmittal to Governing Board


Superintendent

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

CONSENT CALENDAR

TOPIC: APPROVAL OF PERSONNEL REPORT

SUBMITTED BY: Jaime Festa-Daigle, Director of Personnel/Technology

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended the Governing Board approve the Personnel / Stipend Reports that they received prior to this meeting.

Approved for Transmittal to Governing Board


Superintendent

LAKE HAVASU UNIFIED SCHOOL DISTRICT # 1

PERSONNEL REPORT

DATE: March 9, 2021

**CERTIFIED PERSONNEL:
ACTION ITEM (S):**

EMPLOYMENT:

Kazmi, Sabrina 5th Grade Teacher/ Oro Grande
Sabrina has joined Oro Grande effective 02/04/2021. \$11,005.00

SEPARATIONS:

Anderson, Ray Social Studies Teacher/ LHHS
Ray has given notice of his intent to retire. His last day will be 05/21/2021.

Babcock, D'Arcy Instructional Interventionist/ Thunderbolt
D'Arcy has given notice of her intent to retire. Her last day will be 05/21/2021.

Clark, Michelle Counselor/ Thunderbolt
Michelle has given notice of her intent to retire. Her last day will be 05/28/2021.

Delgado, Brittney 6th Grade Teacher/ Jamaica
Brittney has given notice that she is resigning and her last day will be 05/21/2021.

Denny, Laura CTE Business Management Teacher/ LHHS
Laura has given notice of her intent to retire. Her last day will be 05/21/2021.

Eller, Jonathan 7th Grade Social Studies Teacher/ Thunderbolt
Jonathan has given notice that he is resigning and his last day will be 05/21/2021.

Hoffmann, Dylan 7th Grade Math Teacher/ Thunderbolt
Dylan has given notice that he is resigning and his last day will be 05/21/2021.

Marble, Jacqueline Special Education Teacher/ Havasupai
Jacqueline resigned and her last day was 02/01/2021.

Mares, Donna On-Line PLP Teacher/ Educational Services
Donna has given notice of her intent to retire. Her last day will be 05/21/2021.

Murillo, Paula 8th Grade Science Teacher/ Thunderbolt
Paula has given notice that she is resigning and her last day will be 05/21/2021.

Napuli, Enduren Speech Therapist/ Special Services
Enduren had previously given notice of her resignation but now has a revised last day of 03/19/2021.

Rose-Johnson, Valari Math Teacher/ LHHS
Valari has given notice of her intent to retire. Her last day will be 05/21/2021.

Standal, Julie 4th Grade Teacher/ Jamaica
Julie has given notice of her intent to retire. Her last day will be 05/21/2021.

LONG TERM LEAVE:

Lang, Emily 2nd Grade Teacher/ Jamaica
Emily has requested an extended leave of absence effective 02/08/2021 through 04/26/2021.

EXCEPTION TO POLICY: None

OTHER:

Babcock, D'Arcy Instructional Interventionist/ Thunderbolt
D'Arcy has requested participation in PREO effective 07/26/2021.

Denny, Laura CTE Business Management Teacher/ LHHS
Laura has requested participation in PREO effective 07/26/2021 only if On-Line PLP is available.

Halls, Hayley Physical Education Teacher/ Smoketree
Hayley transferred from a Personal Care Assistant effective 02/22/2021. \$11,489.36

Rose-Johnson, Valari Math Teacher/ LHHS
Valari has requested participation in PREO effective 07/26/2021.

**SUPPORT PERSONNEL:
ACTION ITEM(S)**

EMPLOYMENT:

Brooks, Kellee Personal Care Assistant/ Smoketree
90 day probation period complete. \$12.15

Chrusciel, Stephen Custodian/ Oro Grande
90 day probation period complete. \$15.00

Krueger, Vicki Duty Aide/ Thunderbolt
90 day probation period complete. \$12.15

Welch, Edward Groundskeeper/ Maintenance
90 day probation period complete. \$14.75

SEPARATIONS:

Apalategui, Selina Personal Care Assistant/ Thunderbolt
Selina has given notice that she is resigning and her last day will be 05/20/2021.

Bacer, Patti Purchasing Specialist/ Business Services
Patti's last day was 01/29/2021.

Bourlier, Cassidy Paraprofessional/ LHHS
Cassidy has given notice that she is resigning and her last day will be 05/13/2021.

Clark, Susan Administrative Assistant/ Special Services
Susan has given notice that she is resigning and her last day will be 05/21/2021.

Cole, Daniel Bus Driver/ Transportation
Daniel has given notice that he is resigning and his last day will be 05/20/2021.

Cota, Eric Facility Service Person/ Smoketree
Eric has given notice that he is resigning and his last day will be 03/26/2021.

Garcia-Gomez, Mary Personal Care Assistant/ Starline
Mary has given notice that she is resigning and her last day will be 05/20/2021.

George, Nicole
Nicole has resigned and her last day was 02/08/2021. Personal Care Assistant/ Smoketree

Hansen, Kelly
Kelly's last day was 01/08/2021. Bus Monitor/ Transportation

Hooks, Molly
Molly has given notice that she is resigning and her last day will be 05/20/2021. Computer Lab Manager/ Oro Grande

Smith, Luther
Luther has resigned and his last day was 01/29/2021. Bus Driver/ Transportation

Thompson, Martha Jo
Martha Jo has given notice that she is resigning and her last day will be 06/30/2021. Part-Time Support/ Superintendent's Office

Willerford, Michelle
Michelle resigned and her last day was 02/02/2021. Nurse/ Havasupai

LONG TERM LEAVE: None

EXCEPTION TO POLICY GDQC: Retirement of Support Staff

Smith, Luther
Luther has requested an exception to policy. Administration approves this request. Bus Driver/ Transportation

OTHER:

Bramlett, Rebecca
Rebecca transferred from Paraprofessional at Jamaica effective 02/08/2021. Computer Lab Manager/ Jamaica

Chapin, Alyson
Alyson transferred from full-time to part-time at Starline effective 02/08/2021. Personal Care Assistant/ Starline

Collins, Cara
Cara transferred from part-time to full-time at Starline effective 02/08/2021. Personal Care Assistant (part-time)/ Starline

Hubert, Ashley
Ashley transferred from Duty Aide at Oro Grande effective 01/25/2021. Paraprofessional Title 1/ Oro Grande

Sharpnack, Michelle
Michelle transferred from Computer Lab Manager at Jamaica effective 02/08/2021. Paraprofessional Special Education/ Jamaica

STIPENDS: Attached is a list of stipends submitted for approval for February 20, 2021 – March 26, 2021.

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

CONSENT CALENDAR

TOPIC: GIFTS AND DONATIONS

SUBMITTED BY: Michael Murray, Director of Business Services

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended the Governing Board accept gifts to the Lake Havasu Unified School District in the amount of \$6,038.96. A listing of the individual gifts is on the attached sheet.

If you would like to look at individual gift forms for explanations, please contact the business office at 505-6936.

Following acceptance by the Governing Board, thank you letters will be mailed to donors.

The cash donations to the district have been deposited in specified school accounts and, if applicable, gifts will be added to the district's fixed assets.

Approved for Transmittal to Governing Board



Superintendent

GIFTS TO SCHOOL - FY 2020-21

QUANT	GIFT	DONOR	LOC/USE	VALUE	MO.TOTAL	YTD TOTAL
1	Monetary Donation	A2R, Inc	Starline - Art	\$706.93		
1	Microscope w/ magazine & Accessories Kit	Scott Jump	Thunderbolt	\$249.99		
64	Team T-Shirts	LHHS Athletic Booster Club	LHHS - Girls Basketball	\$797.80		
1	Away Game Team Meal	LHHS Athletic Booster Club	LHHS - Boys Soccer	\$133.89		
2	Senior Banners	LHHS Athletic Booster Club	LHHS - Boys Soccer	\$150.00		
9	Team Wear Embroidery Removal	LHHS Athletic Booster Club	LHHS - Boys Soccer	\$90.00		
11	Senior Banners	LHHS Athletic Booster Club	LHHS - Girls Soccer	\$605.00		
4	Coach & Manager Shirts	LHHS Athletic Booster Club	LHHS - Wrestling	\$139.35		
1	18 Singlets & 24 Warmups (tops & bottoms)	LHHS Athletic Booster Club	LHHS - Wrestling	\$2,466.00		
1	Madeira Guitar w/case	Tim Mason	LHHS - Music	\$400.00		
47	Basketball Camp Shirts	Rich at Heart	Thunderbolt - Basketball Camp	\$300.00		
	February-21				\$6,038.96	\$216,486.85

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

CONSENT CALENDAR ITEM

TOPIC: APPROVAL OF CHANGE IN JOB DESCRIPTIONS FOR ACADEMIC COACH, GRANTS SPECIALIST, TEACHER ON ASSIGNMENT, INSTRUCTIONAL TECHNOLOGY, AND DIRECTOR OF EDUCATIONAL SERVICES

SUBMITTED BY: Jaime Festa-Daigle, Director of Personnel/Technology

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended that the Governing Board approve the attached changes in Job Descriptions for:

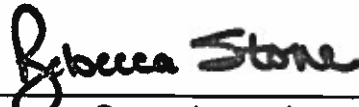
- Academic Coach, Elementary and Secondary
- Grants Specialist
- Teacher on Assignment – Instructional Technology
- Director of Educational Services

RATIONALE:

These positions will be renamed and refined to exemplify the specific roles needed in order to support quality teaching and learning throughout the District. These positions will be paid out of grants and M and O. The positions will be renamed:

- Professional Learning Coach
- Assessment and Accountability Coach
- Curriculum and Instruction Coach
- Instructional Technology Coach
- Director of Student Achievement

Approved for Transmittal to Governing Board



Superintendent



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Position Title:	Professional Learning Coach	Location:	School Site/District Office
Reports To:	Director of Student Achievement	Supervises:	None
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	198 days / 10 months	Salary:	See lhusd.org website

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be misconstrued as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Qualifications

- Valid appropriate Arizona Teacher Certificate
- Master's Degree in Education preferred
- National Board Certification preferred
- Five years successful experience as a classroom teacher
- Evidence of comprehensive knowledge of effective educational practices and ability to coach adults

Skills needed

- Deep knowledge of PK-12 instruction and skillful application of research-based strategies to provide access to content for all students
- Experience in assessing skills and knowledge, using a variety of formal and informal assessment tools, and using data for instructional decision-making
- Interpersonal, problem solving, and organizational skills required to facilitate coaching and staff development effectively
- Ability to design (individually and in collaboration with others) high-quality professional development for teachers/school staff
- Experience in planning, implementing, and reflecting on school improvement initiatives in order to increase student achievement
- Ability to support educators at all phases of their careers from novice to veteran through targeted interventions
- Knowledge and skills in implementing an effective professional learning program

General Function

- Work as part of the Student Achievement team to enhance instructional practices throughout the district and raise the level of student academic achievement throughout the district
- Design and model effective practices for staff, teachers, and leaders
- Establish trust and rapport to maintain constructive interactions with all individuals/groups
- Assist staff in the use of data to make instructional decisions
- Work cooperatively with district office personnel, campus administration, school staff, and the technology team
- Provide professional development to support school and district goals
- Monitor instructional effectiveness and student progress of implemented programs
- Participate in continuous professional development to enhance the capacity to support student achievement
- Serve in a mentoring/assistive role to teachers with evaluation responsibilities (not to include case load mentees)
- Lead teacher induction initiatives
- Prepare for and host teacher induction and professional development (requires after school and summer commitment)
- Model effective instructional techniques for teachers and leaders



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

- Support common vision for school improvement with staff. Direct planning activities and put programs in place with staff to ensure attainment of school and district vision

Specific Function

- Responsible for planning, implementing, and monitoring of the district's professional development program
- Support short and long-term decision-making regarding professional development
- Make classroom and site visits as appropriate and necessary to evaluate professional development program
- Use data, including surveys and evaluations, to monitor staff needs and report on program effectiveness
- Maintain a system for registering for and tracking professional development opportunities for staff
- Serve as a "master trainer" to develop effective training practices district-wide
- Develop a system to support online and digital learning opportunities for staff
- Ensure professional development aligns with goals of the district and schools
- Coordinate mentors for novice teachers
- Coordinate leadership development programs for aspiring leaders, mentors, department chairs, and administrators

Responsibilities and Requirements

STAFF PERSONNEL

- **MEETINGS.** Attend staff meetings and district in-service programs
- **COMMITTEES.** Serve on committees as requested
- **TEAM MEMBER.** Be responsible for self-involvement as a contributing member and involved in group decision-making and the development of a positive, cooperative building environment

STUDENT PERSONNEL

- **HEALTH AND WELFARE.** Identify and refer unusual student behavior to appropriate specialists; report to the nurse any injury or illness to a student or self

OPERATIONS

- **POLICIES, REGULATIONS.** Know and observe board policies and regulations
- **BOOKS, SUPPLIES.** Account for school and district property, as required
- **PHYSICAL PLANT.** Advise administration immediately of needed repairs, replacements, and/or unsafe building conditions
- **EMERGENCY PROCEDURES.** Follow school regulations regarding emergency procedures
- **ATTENDANCE.** Report to work at times assigned and remain on through time prescribed in district policy

FINANCE/BUSINESS MANAGEMENT

- **RECOMMENDATIONS.** Responsible for submitting and justifying recommendations to building principal or designee

SCHOOL/COMMUNITY RELATIONS

- **INTERPRETATION.** Interpret school policies and programs to students and parents

OTHER

- **HEALTH.** Responsible for performing those duties which protect the health and safety of students and employees
- **OTHER DUTIES.** Responsible for performing other job-related duties as assigned

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software.
- May require lifting materials and supplies weighing up to 25 pounds.



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Other Information:

- Must be able to pass a fingerprint clearance and background check

EEOC

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LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Position Title:	Assessment and Accountability Coach	Location:	School Sites/District Office
Reports To:	Director of Student Achievement	Supervises:	None
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	261 days / 12 months	Salary:	See lhusd.org website

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be misconstrued as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Qualifications

- Valid appropriate Arizona Teacher Certificate
- Master's Degree in Education preferred
- National Board Certification preferred
- Five years successful experience as a classroom teacher
- Evidence of comprehensive knowledge of effective educational practices and ability to coach adults
-

Skills needed

- Deep knowledge of PK-12 instruction and skillful application of research-based strategies to provide access to content for all students
- Experience in assessing skills and knowledge, using a variety of formal and informal assessment tools, and using data for instructional decision-making
- Interpersonal, problem solving, and organizational skills required to facilitate coaching and staff development effectively
- Ability to design (individually and in collaboration with others) high-quality professional development for teachers/school staff
- Experience in planning, implementing, and reflecting on school improvement initiatives in order to increase student achievement
- Ability to support educators at all phases of their careers from novice to veteran through targeted interventions
- Knowledge and skills in using data to drive decision-making and the improvement process

General Function

- Work as part of the Educational Services team to enhance instructional practices and raise the level of student academic achievement throughout the district
- Design and model effective practices for staff, teachers, and leaders
- Establish trust and rapport to maintain constructive interactions with all individuals/groups
- Assist staff in the use of data to make instructional decisions
- Work cooperatively with district office personnel, campus administration, school staff, and the technology team
- Provide professional development to support school and district goals
- Monitor instructional effectiveness and student progress of implemented programs
- Participate in continuous professional development to enhance the capacity to support student achievement
- Serve in a mentoring/assistive role to teachers with evaluation responsibilities (not to include case load mentees)
- Lead teacher induction initiatives



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

- Prepare for and host teacher induction and professional development (requires after school and summer commitment)
- Model effective instructional techniques for teachers and leaders
- Support common vision for school improvement with staff. Direct planning activities and put programs in place with staff to ensure attainment of school and district vision

Specific Function

- Maintain data and records to provide reports to meet school and state and federal reporting requirements
- Make data available, understandable, and accessible to stakeholders at all times
- Support short and long-term decision-making regarding the district's assessment profile
- Make classroom and site visits as appropriate and necessary to evaluate assessment and data use practices
- Assist with the creation of district benchmark assessments and data analysis
- Provide data and training to support interventionists and EL teachers
- Provide assessment support for early literacy programs
- Use data to support staff and leadership in meeting identified district and school improvement goals
- Assist schools with analyzing summative school data and plan for improvement using strengths and weaknesses identified
- Analyze school and grade level data trends
- Build capacity in teachers and teams to locate data to help inform instruction
- Assist teachers and administrators with using formative assessment data
- Provide leadership in the development of district and school improvement plans through the CNA process
- Work with district and school improvement teams to assist in accomplishing goals, objectives, and activities indicated on Integrated Action Plans and other improvement plans
- Support the effective use of the information management system by all staff members
- Support grant funded programs and provide oversight to grants management

Responsibilities and Requirements

STAFF PERSONNEL

- **MEETINGS.** Attend staff meetings and district in-service programs
- **COMMITTEES.** Serve on committees as requested
- **TEAM MEMBER.** Be responsible for self-involvement as a contributing member and involved in group decision-making and the development of a positive, cooperative building environment

STUDENT PERSONNEL

- **HEALTH AND WELFARE.** Identify and refer unusual student behavior to appropriate specialists; report to the nurse any injury or illness to a student or self

OPERATIONS

- **POLICIES, REGULATIONS.** Know and observe board policies and regulations
- **BOOKS, SUPPLIES.** Account for school and district property, as required
- **PHYSICAL PLANT.** Advise administration immediately of needed repairs, replacements, and/or unsafe building conditions
- **EMERGENCY PROCEDURES.** Follow school regulations regarding emergency procedures
- **ATTENDANCE.** Report to work at times assigned and remain on through time prescribed in district policy

FINANCE/BUSINESS MANAGEMENT

- **RECOMMENDATIONS.** Responsible for submitting and justifying recommendations to building principal or designee



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

SCHOOL/COMMUNITY RELATIONS

- **INTERPRETATION.** Interpret school policies and programs to students and parents

OTHER

- **HEALTH.** Responsible for performing those duties which protect the health and safety of students and employees
- **OTHER DUTIES.** Responsible for performing other job-related duties as assigned

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software.
- May require lifting materials and supplies weighing up to 25 pounds.

Other Information:

- Must be able to pass a fingerprint clearance and background check

EEOC

Lake Havasu Unified School District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetic information, veteran status, or any other characteristic protected by federal, state or local laws.



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Position Title:	Curriculum and Instruction Coach	Location:	School Sites/District Office
Reports To:	Director of Student Achievement	Supervises:	None
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	198 days / 10 months	Salary:	See lhusd.org website

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be misconstrued as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Qualifications

- Valid appropriate Arizona Teacher Certificate
- Master's Degree in Education preferred
- National Board Certification preferred
- Five years successful experience as a classroom teacher
- Evidence of comprehensive knowledge of effective educational practices and ability to coach adults

Skills needed

- Deep knowledge of PK-12 instruction and skillful application of research-based strategies to provide access to content for all students
- Experience in assessing skills and knowledge, using a variety of formal and informal assessment tools, and using data for instructional decision-making
- Interpersonal, problem solving, and organizational skills required to facilitate coaching and staff development effectively
- Ability to design (individually and in collaboration with others) high-quality professional development for teachers/school staff
- Experience in planning, implementing, and reflecting on school improvement initiatives in order to increase student achievement
- Ability to support educators at all phases of their careers from novice to veteran through targeted interventions
- Knowledge and skills in implementing a guaranteed and viable curriculum

General Function

- Work as part of the Educational Services team to enhance instructional practices throughout the district
- Work as part of the Educational Services team to raise the level of student academic achievement throughout the district
- Design and model effective practices for staff, teachers, and leaders
- Establish trust and rapport to maintain constructive interactions with all individuals/groups
- Assist staff in the use of data to make instructional decisions
- Work cooperatively with district office personnel, campus administration, school staff, and the technology team
- Provide professional development to support school and district goals
- Monitor instructional effectiveness and student progress of implemented programs
- Participate in continuous professional development to enhance the capacity to support student achievement
- Serve in a mentoring/assistive role to teachers with evaluation responsibilities (not to include case load mentees)
- Lead teacher induction initiatives



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

- Prepare for and host teacher induction and professional development (requires after school and summer commitment)
- Model effective instructional techniques for teachers and leaders
- Support common vision for school improvement with staff. Direct planning activities and put programs in place with staff to ensure attainment of school and district vision

Specific Function

- Responsible for planning, implementing, and monitoring of all curricular programs
- Support short and long-term decision-making regarding curriculum implementation
- Assist in evaluation, procurement, distribution, training, implementation, and evaluation of curricular initiatives
- Make classroom and site visits as appropriate and necessary to assist staff with implementation of curriculum
- Use data to monitor district performance in meeting externally imposed requirements
- Facilitate processes for selecting and implementing curriculum adoptions and supplementary materials purchases
- Analyze student performance data, teaching strategies, and curriculum materials and make recommendations based on that analysis
- Apply research and district data to improve the content, sequence, and results of the teaching and learning process
- Partner with district and campus level leadership in directing instructional and curriculum services to meet student's needs
- Involve instructional staff in evaluating and selecting instructional materials to meet student learning needs
- Organize, support, and maintain professional learning communities throughout the district
- Support the work of teams by attending, participating in, and facilitating professional learning communities
- Plan and facilitate meetings and district-wide professional development to ensure district curricular and instructional consistency

Responsibilities and Requirements

STAFF PERSONNEL

- **MEETINGS.** Attend staff meetings and district in-service programs
- **COMMITTEES.** Serve on committees as requested
- **TEAM MEMBER.** Be responsible for self-involvement as a contributing member and involved in group decision-making and the development of a positive, cooperative building environment

STUDENT PERSONNEL

- **HEALTH AND WELFARE.** Identify and refer unusual student behavior to appropriate specialists; report to the nurse any injury or illness to a student or self

OPERATIONS

- **POLICIES, REGULATIONS.** Know and observe board policies and regulations
- **BOOKS, SUPPLIES.** Account for school and district property, as required
- **PHYSICAL PLANT.** Advise administration immediately of needed repairs, replacements, and/or unsafe building conditions
- **EMERGENCY PROCEDURES.** Follow school regulations regarding emergency procedures
- **ATTENDANCE.** Report to work at times assigned and remain on through time prescribed in district policy

FINANCE/BUSINESS MANAGEMENT

- **RECOMMENDATIONS.** Responsible for submitting and justifying recommendations to building principal or designee

SCHOOL/COMMUNITY RELATIONS

- **INTERPRETATION.** Interpret school policies and programs to students and parents

OTHER

- **HEALTH.** Responsible for performing those duties which protect the health and safety of students and employees



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1 PERSONNEL DEPARTMENT

- **OTHER DUTIES.** Responsible for performing other job-related duties as assigned

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software.
- May require lifting materials and supplies weighing up to 25 pounds.

Other Information:

- Must be able to pass a fingerprint clearance and background check

EEOC

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LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Position Title:	Instructional Technology Coach	Location:	School Sites/District Office
Reports To:	Director of Student Achievement	Supervises:	None
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	198 days / 10 months	Salary:	See lhusd.org website

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be misconstrued as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Qualifications

- Valid appropriate Arizona Teacher Certificate
- Master's Degree in Instructional/Educational Technology preferred
- National Board Certification preferred
- Five years successful experience as a classroom teacher
- Evidence of comprehensive knowledge of effective technology use in schools and ability to coach adults

Skills Needed

- Deep knowledge of PK-12 instruction and skillful application of research-based strategies to provide access to content for all students
- Experience in assessing skills and knowledge, using a variety of formal and informal assessment tools, and using data for instructional decision-making
- Interpersonal, problem solving, and organizational skills required to facilitate coaching and staff development effectively
- Ability to design (individually and in collaboration with others) high-quality professional development for teachers/school staff
- Experience in planning, implementing, and reflecting on school improvement initiatives in order to increase student achievement
- Ability to support educators at all phases of their careers from novice to veteran through targeted interventions
- Knowledge and skills in incorporating effective technology to accelerate teaching and learning

Function

The Instructional Technologist works with all instructional staff focused on technology use and integration in the classroom. Provides day-to-day support to staff members regarding technology implementation. Provides individual and group instruction in software systems to teachers, staff, and administrators. Ensures efficient and effective access to information and related technology to all campus and related departments.

- Work as part of the Student Achievement team to enhance instructional practices and raise the level of student academic achievement throughout the district
- Lead, support, and monitor digital learning initiatives K-12
- Develop and maintain technology integrating the district's learning management software
- Assist in designing, developing, coordinating, and furthering instructional technology and instructional technology projects throughout the district
- Research and recommend technology aligned to district goals
- Assist in evaluating technology implementation effectiveness and provide recommendations for improvement
- Facilitate staff participation in the evaluation and selection of new software, hardware, and materials to support instructional objectives



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

- Support school leaders with accessing, disaggregating, and managing the software tools in place to understand the data points significant to school improvement.
- Work cooperatively with district office personnel, campus administration, school staff, and the technology team
- Provide routine maintenance and upgrades to educational software packages, including necessary contact with technical support and in-house technology staff
- Design and model effective technology practices for staff, teachers, and leaders
- Establish trust and rapport to maintain a constructive interaction with all individuals/groups
- Facilitate the integration of instructional skills, assessment, curriculum, and technology in the classroom
- Provide professional development to support school and district goals
- Monitor instructional effectiveness and student progress of implemented technology programs
- Participate in continuous professional development to enhance the capacity to support student achievement
- Make ongoing classroom and site visitations as appropriate and necessary to assist staff with technology implementation
- Serve in a mentoring/assistive role to teachers with evaluation responsibilities (not to include caseload mentees)
- Lead teacher induction initiatives
- Prepare for and host teacher induction and professional development (requires after school and summer commitment)

Responsibilities and Requirements

STAFF PERSONNEL

- **MEETINGS.** Attend staff meetings and district in-service programs
- **COMMITTEES.** Serve on committees as requested
- **SCHOOL ACTIVITIES.** Be responsible for discharging instructional and non-instructional school-related activities
- **TEAM MEMBER.** Be responsible for self-involvement as a contributing member and involving group decision-making and the development of a positive, cooperative building environment

STUDENT PERSONNEL

- **HEALTH AND WELFARE.** Identify and refer unusual student behavior to appropriate specialists; report to the nurse any injury or illness to a student or self

OPERATIONS

- **POLICIES, REGULATIONS.** Know and observe Board policies and regulations
- **BOOKS, SUPPLIES.** Account for school and district property as required
- **PHYSICAL PLANT.** Advise administration immediately of needed repairs, replacements and/or unsafe building conditions
- **EMERGENCY PROCEDURES.** Follow school regulations regarding emergency procedures
- **ATTENDANCE.** Report to work at times assigned and remain on through time prescribed in district policy

FINANCE/BUSINESS MANAGEMENT

- **RECOMMENDATIONS.** Responsible for submitting and justifying recommendations to building principal or designee

SCHOOL/COMMUNITY RELATIONS

- **INTERPRETATION.** Interpret school policies and programs to students and parents

OTHER

- **HEALTH.** Responsible for performing those duties which protect the health and safety of students and employees
- **OTHER DUTIES.** Responsible for performing other job-related duties as assigned

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software
- May require lifting materials and supplies weighing up to 25 pounds



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Other Information:

- Must be able to pass a fingerprint clearance and background check

EEOC

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LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

Position Title:	Director of Student Achievement	Location:	District Office
Reports To:	Superintendent	Supervises:	Department personnel
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	261 days / 12 months	Salary:	See lhusd.org website

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be construed as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Qualifications

- Appropriate Administrator's Certificate as required by the State of Arizona.
- Masters degree or higher
- Five years successful teaching experience
- Three years of successful administrative experience in public schools, including knowledge of instructional improvement, curriculum management, staff development, and instructional assessment.
- Bilingual Spanish/English desirable

Skills Needed

- Knowledge of all aspects of standards-based curriculum and instruction, including reading instruction, special education, gifted education, Fine Arts, CTE, and developing professional learning communities.
- Possession of leadership skills, qualities, and personal characteristics necessary to work effectively with students, teachers, parents, administrators, and the general public.
- Ability to manage fiscal and physical resources and to direct the operation of a broad range of activities in order to successfully carry out instructional support activities.
- Ability to establish and maintain successful working relationships with staff, students, and citizens.
- Ability to communicate school system policies and programs to the general public, media, and government officials.

General Function

- To provide leadership in the development, implementation, coordination and evaluation of all educational programs of the District to improve student achievement and instructional practice.

Responsibilities and Requirements

STUDENT ACHIEVEMENT

- Serve as the leader in all areas aligned to PreK-12 instruction including, but not limited to instructional improvement, professional learning, gifted services, career and technical education, instructional technology, elective areas, dual enrollment, early education, and world languages
- Responsible for ensuring the District is in compliance with state and federal legal mandates
- Responsible for serving as the Title IX coordinator.
- Responsible for writing and developing the budget for all federal grants.
- Coordinate school staff allocation and scheduling processes with principals to maximize instruction and school improvement.
- Recommend, supervise, and evaluate personnel assigned to the Student Achievement Department.

INSTRUCTION

- Responsible for recommending changes in instructional programs.
- Responsible for assisting in budget preparation for newly approved instructional programs.



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

PERSONNEL DEPARTMENT

- Responsible for overseeing the identification of local job opportunities and the role of the schools in meeting these opportunities.
- Responsible for overseeing the implementation of programming for English Learners.

CURRICULUM

- Responsible for coordination and evaluation of curriculum and recommending changes and improvements.
- Responsible for the establishment and coordination of textbook selection and district-wide curriculum audits committees.
- Responsible for recommending long-term adjustments, changes, additions, and deletions in school to work education to meet changing job trends and needs.
- Responsible for the monitoring of Arizona Department of Education and the State Board of Education Curriculum mandates and requirements.
- Responsible for the dissemination of State Curriculum requirements to Administrative Team and staff.
- Responsible for planning and articulating K-12 school to work programs.

STUDENT ASSESSMENT

- Responsible for overseeing the District assessment program.
- Responsible for overseeing the preparation, analysis, and distribution of all state and district reports as they pertain to student achievement.
- Oversee accreditation and accountability processes that lead to improved students achievement.

STAFF DEVELOPMENT

- Responsible for overseeing the development and implementation of in-service programs for District personnel.
- Develop and implement a working calendar to insure the successful completion of annual District staff development objectives.
- Responsible for providing leadership and coordination of certified professional development and mentoring program.
- Assist in monitoring and evaluating instructional techniques utilized by the instructional staff.

PROFESSIONAL GROWTH

- Responsible for pursuing personal and professional growth and development.
- Responsible for remaining current and up-to-date on the changing laws and requirements regarding Curriculum and Instruction matters and other issues relating to student achievement.

ADMINISTRATIVE TEAM

- Responsible for assisting in the development, implementation, and interpretation of policies, regulations, and procedures as they pertain to student achievement.
- Responsible for assisting the administrative team in research, training, interpretation, planning, development, implementation, and assessment of curriculum and instructional issues.
- Supports Administrative Team decisions and Board policy and actions to the public and staff.
- Responsible for performing other job-related duties as assigned by the Superintendent of Schools.

EFFECTIVE RELATIONSHIP WITH GOVERNING BOARD

- Interprets and executes the intent of Board policy pertaining to Student Achievement
- Supports Board policy and actions to the public and staff.
- Attends and participates in all meetings of the Board as required.

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software.
- May require lifting materials and supplies weighing up to 25 pounds.

Other Information:

- Must be able to pass a fingerprint clearance and background check



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1 PERSONNEL DEPARTMENT

EEOC

Lake Havasu Unified School District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetic information, veteran status, or any other characteristic protected by federal, state or local laws.

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

AGENDA ACTION ITEM

TOPIC: SECOND PRESENTATION/REVIEW OF POLICIES GCD AND GCD-R PROFESSIONAL STAFF VACATIONS AND HOLIDAYS, GCQEA RETIREMENT OF PROFESSIONAL / SUPPORT STAFF MEMBERS, GDD-R SUPPORT STAFF VACATIONS AND HOLIDAYS, AND GDQB RESIGNATION OF SUPPORT STAFF MEMBERS

SUBMITTED BY: Jaime Festa-Daigle, Director of Personnel/Technology

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended that the Governing Board approve the second presentation revisions to Policies GCD Professional Staff Vacations and Holidays, GCQEA Retirement of Professional / Support Staff Members, GDD-R Support Staff Vacations and Holidays, and GDQB Resignation of Support Staff Members.

RATIONALE:

We are requesting to update the above personnel policies to ensure consistency in policies dealing with vacation, leave, and post-retirement employment. Currently, policy GDD has a regulation, while GCD does not. GCD has been rewritten in its original language, and a regulation was developed to specify how it would be implemented.

GCD-R and GDD-R limit vacation payout to year-round staff who complete their employment term, give appropriate notice, and are not terminated. An update to GDD-R addresses holiday pay for employees who change jobs. A section was added to include exempt, classified staff.

Changes made to GCQEA addressed the "sellback." This is not language or policy used by LHUSD. Policy now clearly states that you may only receive severance and vacation payout one time. This policy was also updated to state that upon rehire, employees who have done PREO will be paid at 80% of their last year's contract plus any current increase or be placed as a new hire, whichever is greater. This should have a minimal impact on the overall budget. Most employees will make more at 80%, which is currently in policy.

GDQB strikes a line about vacation payout, which is now addressed in GDD-R.

There have been no changes to the policies since the first reading on February 16, 2021.

Approved for Transmittal to Governing Board

Rebecca Stone Superintendent

**GCD ©
PROFESSIONAL STAFF
VACATIONS AND HOLIDAYS**

Vacations

Full-time certificated staff who work year-round earn vacation in accordance with the provisions of their individual contracts. ~~Certificated administrators earn vacation in accordance with the provisions of their individual contracts. Administrators may roll over 12 vacation days annually. An administrator who terminates employment with the District and has been employed by the District three years or more will be paid out earned but unused vacation. Administrators who are terminated, do not give two weeks' notice, or do not complete their term of employment do not qualify for vacation pay out.~~

Holidays

Full-time certificated staff personnel shall have holidays as scheduled in their work calendar. ~~Certificated administrators shall have holidays as scheduled in the school calendar.~~

When July 4, Veterans Day, December 25, or Thanksgiving Day occurs within the school week, the schools shall be closed, and the compensation of the teachers shall not be diminished on that account. The Governing Board may declare a recess during the Christmas holiday season not to exceed two (2) school weeks.

Other holidays will be established by the Board and noted on each year's school calendar.

Adopted: March 9, 2021

LEGAL REF.:

A.R.S.
15-502
15-801
38-608

GCD-R
PROFESSIONAL STAFF
VACATIONS AND HOLIDAYS

REGULATION

Vacations

Full-time certificated staff who work year-round may roll over 12 vacation days annually. Certificated staff who work year-round who terminate employment with the District and have been employed by the District three years or more shall be paid out earned but unused vacation under the following conditions. They must not be terminated, they must give notice by April 15, and they must complete their term of employment to qualify for vacation payout. Certificated staff who have participated in PREO with LHUSD are not eligible for vacation payout.

Spring Break for Administrators

Administrators must obtain written permission from the Superintendent to work during spring break. Administrators will receive and are to use vacation according to the provisions of their individual contracts.

GCQEA

RETIREMENT OF PROFESSIONAL / SUPPORT STAFF MEMBERS

(Post-Retirement Employment Option)

In an effort to retain highly qualified and experienced personnel and simultaneously reduce employer costs, the District hereby establishes a staff Post-Retirement Employment Option (PREO) for those teachers, administrators, and support staff employees who meet the requirements for Arizona State Retirement System (ASRS) normal retirement. The provisions of the PREO allow the employee to retire, retain the ASRS retirement stipend, and return to the District at a lesser salary under a contract with a District selected contractor, pursuant to A.R.S. 15-502, and which does not place the retiree's ASRS retirement benefits in jeopardy.

Neither the PREO nor any of its constituent components are intended, nor should they be construed, to be a "retirement incentive program" as defined in A.R.S. 38-749.

Program Criteria

A current retiree desiring to join the program ~~for the first (1st) year~~ must meet the following criteria:

- Must qualify for ASRS normal retirement.
- Retire after the current school year.
- Must have the recommendation of the retiree's principal or immediate supervisor and the approval of the Superintendent and Governing Board.

How an Employee is to Initiate a PREO Request

- The retiree must submit ~~in writing~~ the appropriate form to their principal or immediate supervisor regarding their planned retirement date.
- The principal/supervisor will submit the retirement form letter to the Personnel Department.
- The retiree must submit the PREO Participation Request form on or before March 1 to their principal or immediate supervisor.

The principal/immediate supervisor will submit the PREO Participation Request form to the Personnel Department for Superintendent and Governing Board approval.

Basis of Employee Contract for PREO

The retiree agrees to the following contract terms:

- ~~I am~~ The retiree is no longer an employee of Lake Havasu Unified School District No. 1, with

no further rights of an employee (i.e., vacation, sick days, personal days, active employee health benefits, et cetera). Furthermore, as a retired member returning to work pursuant to A.R.S. 38-766.01, he/she will not accrue credited service, retirement benefits, or long-term disability program benefits.

- Continue in the same position and assume the same responsibilities as the retiree's job category requires.
- Positions that require an AZ teaching certificate and/or a professional license/certification must ensure their credentials do not lapse.
- Services to be provided to the District will be delivered under a contract held by a contractor selected by the District.
- Provisions to the contract provide for a salary equal to eighty percent (80%) of the retiree's last full year's contract/notice-at-will. Any additional administrative provisions will be added following base salary placement at 80%.
- ~~• A district may enter into a contract with a private vendor for a leased employee for an amount that would allow the district to budget sufficient funds to cover their obligations to both the contractor and to pay for the mandatory contribution. Placement on the appropriate schedule will align with education and salary, but no less than step one of the appropriate salary/wage schedule. Any additional administrative provisions will be added following base salary placement.~~
- The District will *not* pay the cost of insurance coverage as a retirement benefit except as provided in Policy GCQE/GDQC for employees hired prior to July 1, 2005. Retirees are eligible to purchase insurance coverage under the Comprehensive Omnibus Budget Reduction Act (COBRA) for a period of eighteen (18) months.
- Any accumulated sick or vacation leave eligible for compensation must be acquired by the District in accordance with the District's return of leave policy in force at the time of the employee's retirement. Consequently, such leave shall no longer be available to the retiree.
- The retiree is ineligible for participation in any District supplemental programs beyond and outside of initial contract, such as performance pay, teaching hard to fill pay, educational advancement, longevity, et cetera.
- The retiree may be eligible for participation in District supplemental pay for work such as Coaching and Department Chairs paid at 80%.
- The contract/wage agreement will be for the corresponding number of workdays as regular District employees assigned to the same category or classification. The contract/wage agreement will be for a full-time position, aligned with the fiscal year and employment dates of position category and classification as regular District staff. An hourly paid retiree will not exceed a forty (40) hour workweek.

- The retired employee's performance will be evaluated.
- ~~An~~ The same number of allotment of paid sick days and personal days for employees in the retiree's classification will be allotted under the contract. There will be no compensation for unused days remaining at the close of the contract year. ~~leave days equal to one (1) day per contract month will be granted under the contract, but a deduction for each day of pay, proportional to the total days specified in the contract, will be made for each day taken in excess of the retiree's allotment.~~
- When paid vacation was provided in the retiree's previous position with the District, the same number of paid vacation days for employees in the retiree's classification will be allotted under the contract. There will be no compensation for unused vacation days remaining at the close of the contract year.
- Retirees who have been accepted into the PREO and who plan to apply for rehire as an active employee by the District upon completion of their PREO contract term must immediately, upon their retirement, elect to obtain insurance benefits either through COBRA or through the District's Retiree Benefit Plan.
- Retirees who do not immediately upon retirement elect to obtain insurance benefits through either COBRA Insurance or the District's Retiree Benefit Plan, even PREO accepted retirees, forever forfeit their rights to elect coverage under the District's Retiree Benefit Plan, even if rehired as an active employee after their PREO contract term expires.
- Further, retirees who are accepted into the PREO, but who elect to obtain benefits through COBRA Insurance upon retirement, and not through the District's Retiree Benefit Plan; and who are NOT rehired as an active District employee at the end of their PREO contract term, for any or no reason; forfeit, and are never eligible to elect to receive, benefits through the District's Retiree Benefit Plan.

Basis of Employee Contract/Wage Agreement for Reemployment

Reemployment is not guaranteed and will be based on the availability of a position in the job/category and classification. A retiree desiring to return under a contract with the District after completing the first (1st) year under the District's Staff PREO plan also agrees to the following:

- The retiree must have the recommendation of the employee's principal or immediate supervisor and/or the approval of the Superintendent and Governing Board.
- The retiree will return to the same job category and classification. If the retiree decides to return to a different position in the same job category and classification, the retiree will be required to apply to District postings and interview the same as other applicants.

- Upon approval of reemployment, the District will issue the employment contract/wage agreement.
- Benefits will be limited to accrual of leave, and vacation, when applicable, as employees in the same category and classification and become part of the contract/wage agreement except that no accrual of leave or vacation for "~~Sell Back~~" severance payout or vacation payout will be allowed. Staff who are reemployed will be eligible to receive health and/or life insurance benefits or as provided in Policy GCQE/GDQC as a retirement benefit.
- Leave days remaining from the first (1st) year of contracted employment will not be carried forward to an ensuing contract with the District.
- A retiree returning in the same category and classification, for which the retiree was contracted through an independent contractor for the previous year, will be paid in one of the following ways (whichever is greater):
 - at the same rate of pay received when employed by the District selected contractor plus any increase in salary consistent with the approved salary/hourly wage increase for the retiree's classification.
 - at the initial salary placement for new employees based on allowable years of experience and education.
- Employees changing positions will be paid according to initial salary placement.
- Qualified stipends, additional administrative provisions, and performance pay will be paid at 100% upon rehire to the District. ~~Any increase in salary will be consistent with the approved salary/hourly wage increase for the retiree's classification.~~

Adopted: March 9, 2021

GDD-R

REGULATION

SUPPORT STAFF VACATIONS AND HOLIDAYS

Scheduling

Scheduling of all vacations shall be arranged with the employee's immediate supervisor and at the convenience of the District.

~~Vacations (All Employees)~~

Spring Break for Non-Exempt Support Staff

Each year, all non-exempt support employees will receive five (5) days off for ~~of vacation to be taken during~~ spring break. Employees must obtain written permission from the Superintendent to work during spring break.

Vacation (Twelve-Month Non-Exempt Employees Only)

A newly hired twelve (12)-month employee will receive a prorated number of days of vacation after completing and passing a ninety (90)-day probation period, at the following rate:

July – September:	10 days
October-December	7.5 days
January – March	5 days
April – June	2.5 days

Twelve (12) month employees in year's two (2) - four (4) will receive ten (10) vacation days on July 1 of each year.

After five (5) years of continuous service as a twelve (12) month employee, the employee will earn fifteen (15) days of vacation beginning on their five (5) year anniversary month. During this year, days will be given at the following rate:

July – September:	15 days
October-December	11.5 days
January – March	7.5 days
April – June	4 days

~~Continuous service is calculated beginning with the date shown on the first year round contract/notice of employment issued to the employee.~~

Employees may roll over up to ten days in years one through five and up to fifteen days after that. An employee who terminates employment with the District and has been employed by the District three years or more ~~will~~ shall be paid out earned but unused vacation under the following conditions: ~~Employees who are terminated, do not give two weeks' notice, or do not complete their term of employment do not qualify for vacation payout.~~ They must not be terminated, they must give notice by April 15, and they must complete their term of employment to qualify for vacation payout. Staff who have participated in PREO with LHUSD are not eligible for vacation payout.

Vacation (Twelve-Month Exempt Employees)

Twelve-month exempt employees will receive vacation according to provisions of their individual contracts.

Holidays (All Employees)

Labor Day	Veterans Day
Thanksgiving Day (2 days)	Christmas (2 days)
Martin Luther King Day	New Year's Day (2 days)

Holidays (Twelve-Month Employees Only)

July 4	Memorial Day
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If school is in session on any of the above days, during any given year, the holiday will be taken at another date as described on the school calendar.

Wages include payment for all holidays that fall within the workweek, including spring vacation.

Any employee who transfers to a year-round or fulltime position is not required to complete a second probationary period for vacation or holiday eligibility.

**RESIGNATION OF
SUPPORT STAFF MEMBERS**

Employees voluntarily terminating their service with the District are expected to give advance notice of not less than ten (10) working days. This notice should be submitted to the supervisor in writing and should specify both the last day of work and the reason for terminating. ~~Authorized unused vacation credit will be paid to employees with the last paycheck.~~

Adopted: March 9, 2021

LEGAL REF.:

A.R.S.

23-352

23-353

CROSS REF.:

GDL - Support Staff Workload

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

AGENDA ACTION ITEM

TOPIC: DISCUSSION AND ACTION REGARDING EXPANSION OF CORE KNOWLEDGE CURRICULUM TO THUNDERBOLT MIDDLE SCHOOL

SUBMITTED BY: Dr. Rebecca Stone, Superintendent

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended that the Governing Board approve the expansion of the Core Knowledge Curriculum for Language Arts, Science, and Social Studies to Thunderbolt Middle School. The initial purchase amount for ELA, Science, and Social Studies teacher and student materials is not to exceed \$295,000 from capital and/or other approved funds. The annual amount is not to exceed \$30,000.

RATIONALE:

In December 2018, the Governing Board approved the Core Knowledge curriculum to be used as part of the Oro Grande Classical Academy. Core Knowledge curriculum is intended to provide a coherent, content specific foundation of learning for all students. The curriculum builds on knowledge from year to year preventing repetitions and gaps in instruction.

Every LHUSD student deserves access to a guaranteed and viable curriculum. This expansion of the Core Knowledge curriculum allows all middle school students access to the same curriculum materials. This expansion allows teachers to devote their time to creatively planning how to teach the content, which will become the focus of department and articulation planning meetings. This will also support our work in developing meaningful professional development with a common resource.

The District provided information about Core Knowledge to the administration and teachers, which included access to the materials already in use at Oro Grande Classical Academy. After review of the presentations and materials we surveyed 26 teachers and received 24 responses. Out of the 24 who responded 96% said yes to expanding the Core Knowledge curriculum for Language Arts, Science & Social Studies to Thunderbolt Middle School. A parent question and answer session was held via Zoom to gather input prior to moving forward. A handful of parents attended the session and provided positive feedback about the expansion.

Expansion of this curriculum will support our mission to provide an aligned and guaranteed curriculum for every student. The materials will be purchased through the Core Knowledge Foundation and Amplify to support the work of our teachers and the necessary training for implementation over the course of the second semester.

This item has been approved by the business department.

Approved for Transmittal to Governing Board


Superintendent



Lake Havasu Unified School District #1
Thunderbolt Middle School
695 Thunderbolt Ave.
Lake Havasu City, AZ 86406

Product	Grade	Teacher Quantity	Student Quantity	Price per Unit	Total
History & Geography Volumes 1&2	7	4		\$35.00	\$140
History & Geography Volumes 1&2	7		450	\$60.00	\$27,000
Subtotal					\$27,140
Tax					\$2,374.75
Shipping					\$3,500.00
Total					\$33,014.74

Please note that all prices are approximate, as products will not be published until late spring. Ordering can take place via our website at that time.
<https://www.coreknowledge.org/curriculum/history-geography/>



Price Quote

Amplify

55 Washington Street, Suite 900
 Brooklyn, NY 11201
 Phone: (800) 823-1969
 Fax: (646) 403-4700

Quote #: O-55643-1
 Date: 2/3/2021
 Expires On: 3/5/2021

Customer Contact Information

Christie Olsen
 LAKE HAVASU UNIFIED SCH DIST 1
 (928) 505-6900
 christie.olsen@lhusd.org

Amplify Contact Information

Tommy Gearhart
 Senior Account Executive
 (505) 206-7661
 tgearhart@amplify.com

Thunderbolt Science G7-8

5 Year Digital + 1 Year Student Consumables

Grade 7

4 Teachers/430 Students
 Refill kits to ship in years 2,3, & 4

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science Full Year Grade 7 Course - Integrated Model - LICENSE - UPFRONT - 5yr (2021-2026)	\$84.00	0	430	\$36,120.00
Amplify Science Middle School: Grade 7 Integrated Course Model Kits	\$3,265.00	0	4	\$13,060.00
Amplify Science Middle School: Grade 7 Integrated Course Model Refill Kits -- Rock Transformations; Chemical Reactions; Populations and Resources	\$235.00	0	3	\$705.00
Amplify Science Grade 7 Investigation Notebook Bundle (1 qty per unit)	\$26.91	0	430	\$11,571.30
Amplify Science Middle School: Grade 7 Integrated Course Model Print Teacher Guides (1 qty per unit)	\$300.00	4	0	\$0.00
TOTAL				\$61,456.30

Grade 8

3 Teachers/450 Students
 Refill kits to ship in years 2, 3, & 4

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science Full Year Grade 8 Course - Integrated Model - LICENSE - UPFRONT - 5yr (2021-2026)	\$84.00	0	450	\$37,800.00
Amplify Science Middle School: Grade 8 Integrated Course Model Kits	\$3,525.00	0	3	\$10,575.00
Amplify Science Middle School: Grade 8 Integrated Course Model Refill Kits -- Harnessing Human Energy; Force and Motion Engineering Internship; Earth, Moon, and Sun	\$174.00	0	3	\$522.00

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify Science Grade 8 Investigation Notebook Bundle (1 qty per unit)	\$26.91	0	450	\$12,109.50
Amplify Science Middle School, Grade 8 Integrated Course Model Print Teacher Guides (1 qty per unit)	\$300.00	3	0	\$0.00
TOTAL				\$61,006.50

Professional Development

PROFESSIONAL DEVELOPMENT	QUANTITY	PRICE	TOTAL PRICE
Amplify Science MS: Grade Band Orientation (6-8): 1 Day Onsite	1.00	\$3,200.00	\$0.00
Amplify Science MS: Guided Planning and Support: 1 Day Onsite (Two 1/2 day sessions scheduled consecutively)	1.00	\$3,200.00	\$0.00
TOTAL		\$6,400.00	\$0.00

Shipping and Handling

SHIPPING AND HANDLING	SHIPPING COST	TOTAL PRICE
Amplify Shipping and Handling	\$7,027.54	\$7,027.54

GRAND TOTAL

\$129,490.34

Scope and Duration

Payment Terms:

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

License and Services Term:

- Licenses: 07/01/2021 until 06/30/2026.
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- **FOR SHIPPED MATERIALS:**
 - Expedited shipping is available at extra charge.
 - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- **FOR SERVICES:**
 - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

How to Order Our Products

Amplify would like to process your order as quickly as possible. We accept the following forms of payment: purchase orders, checks, and credit card payments (Visa, MasterCard, Discover and American Express). In order for us to assist you, please help us by following these instructions:

Please include these three documents with your order:

- Authorized purchase order, check or credit card authorization form
- A copy of your Price Quote
- A copy of your Tax-Exemption Certificate

If submitting a purchase order:

To expedite your order, please email a purchase order to IncomingPO@amplify.com or fax it to (646) 403-4700. Purchase Orders can also be mailed to our Order Management Department at the address below.

If submitting your order via credit card authorization form:

- Amplify accepts Visa and MasterCard payments.
- Please email all documents to Accountsreceivable@amplify.com or fax them to (347)-662-2482
- Please do not mail credit card authorization forms.

If submitting your order via sending a check:

- Please mail your documents directly to our Order Management Department and notify your sales representative of the check number and check amount.
- Please note that mailing a check can add up to two weeks processing time for your order. For faster processing of your order, please submit your order via Purchase Order or Credit Card Authorization Form.

The information requested above is essential to ensure smooth completion of your order with Amplify. Failure to submit documents will prevent your order from processing.

Our Order Management Department is located at 55 Washington Street, Suite 800, Brooklyn, NY 11201. Please note that mailing any documents can result in delays of up to two weeks. For faster processing of your order, we recommend you submit a purchase order via fax or email.

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at amplify.com/customer-terms. Issuance of a purchase order or payment pursuant to this Price Quote, or usage of the products specified herein, shall be deemed acceptance of such Terms & Conditions.

Terms & Conditions

1. **Scope.** Amplify Education, Inc. ("Amplify") and Customer wish to enter into the agreement created by the price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote") and these Customer Terms & Conditions, including any addendums hereto (this "Agreement") pursuant to which Amplify will deliver one or more of the products or services specified on the Quote (collectively, the "Products").
2. **License.** Subject to the terms and conditions of this Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicenseable license to access and use, and permit Authorized Users to access and use the Products solely in the U.S. during the Term for the number of Authorized Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized User" means an individual teacher or other personnel employed by Customer, or an individual student registered for instruction at Customer's school, whom Customer permits to access and use the Products subject to the terms and conditions of this Agreement, and solely while such individual is so employed or so registered. Each Authorized User's access and use of the Products shall be subject to Amplify's Terms of Use available through the Products, in addition to the terms and conditions of this Agreement, and violations of such terms may result in suspension or termination of the applicable account.

3. **Restrictions.** Customer shall access and use the Products solely for non-commercial instructional and administrative purposes of Customer's school. Further, Customer shall not, except as expressly authorized or directed by Amplify: (a) copy, modify, translate, distribute, disclose or create derivative works based on the contents of, or sell, the Products, or any part thereof; (b) decompile, disassemble or otherwise reverse engineer the Products or otherwise use the Products to develop functionally similar products or services; (c) modify, alter or delete any of the copyright, trademark, or other proprietary notices in or on the Products; (d) rent, lease or lend the Products or use the Products for the benefit of any third party; (e) avoid, circumvent or disable any security or digital rights management device, procedure, protocol or mechanism in the Products; or (f) permit any Authorized User or third party to do any of the foregoing. Customer also agrees that any works created in violation of this section are derivative works, and, as such, Customer agrees to assign, and hereby assigns, all right, title and interest therein to Amplify. The Products and derivatives thereof may be subject to export laws and regulations of the U.S. and other jurisdictions. Customer may not export any Product outside of the U.S. Further, Customer will not permit Authorized Users to access or use any Product in a U.S.-embargoed country or otherwise in violation of any U.S. export law or regulation. The software and associated documentation portions of the Products are "commercial items" (as defined at 48 CFR 2.101), comprising "commercial computer software" and "commercial computer software documentation," as those terms are used in 48 CFR 12.212. Accordingly, if Customer is the U.S. Government or its contractor, Customer will receive only those rights set forth in this Agreement in accordance with 48 CFR 227.7201-227.7204 (for Department of Defense and their contractors) or 48 CFR 12.212 (for other U.S. Government licensees and their contractors).

4. **Reservation of Rights. SUBSCRIPTION PRODUCTS ARE LICENSED, NOT SOLD.** Subject to the limited rights expressly granted hereunder, all rights, title and interest in and to all Products, including all related IP Rights, are and shall remain the sole and exclusive property of Amplify or its third-party licensors. "IP Rights" means, collectively, rights under patent, trademark, copyright and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide. Customer shall notify Amplify of any violation of Amplify's IP Rights in the Products, and shall reasonably assist Amplify as necessary to remedy any such violation. Amplify Products are protected by patents (see <http://www.amplify.com/virtual-patent-marking>).

5. **Payments.** In consideration of the Products, Customer will pay to Amplify (or other party designated on the Quote) the fees specified in the Quote in full within 30 days of the date of invoice, except as otherwise agreed by the parties or for those amounts that are subject to a good faith dispute of which Customer has notified Amplify in writing. Customer shall be responsible for all state or local sales, use or gross receipts taxes, and federal excise taxes unless Customer provides a then-current tax exemption certificate in advance of the delivery, license, or performance of any Product, as applicable.

6. **Shipments.** Unless otherwise specified on the Quote, physical Products will be shipped FOB origin in the US (Incoterms 2010 EXW outside of the US) and are deemed accepted by Customer upon receipt. Upon acceptance of such Products, orders are non-refundable, non-returnable, and non-exchangeable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.

7. **Account Information.** For subscription Products, the authentication of Authorized Users is based in part upon information supplied by Customer or Authorized Users, as applicable. Customer will and will cause its Authorized Users to (a) provide accurate information to Amplify or a third-party authentication service as applicable, and promptly report any changes to such information, (b) not share or allow others to use their account, (c) maintain the confidentiality and security of their account information, and (d) use the Products solely via such authorized accounts. Customer agrees to notify Amplify immediately of any unauthorized use of its or its Authorized Users' accounts or related authentication information. Amplify will not be responsible for any losses arising out of the unauthorized use of accounts created by or for Customer and its Authorized Users.

8. **Confidentiality.** Customer acknowledges that, in connection with this Agreement, Amplify has provided or will provide to Customer and its Authorized Users certain sensitive or proprietary information, including software, source code, assessment instruments, research, designs, methods, processes, customer lists, training materials, product documentation, know-how and trade secrets, in whatever form ("Confidential Information"). Customer agrees (a) not to use Confidential Information for any purpose other than use of the Products in accordance with this Agreement and (b) to take all steps reasonably necessary to maintain and protect the Confidential Information of Amplify in strict confidence. Confidential Information shall not include information that, as evidenced by Customer's contemporaneous written records: (i) is or becomes publicly available through no fault of Customer; (ii) is rightfully known to Customer prior to the time of its disclosure; (iii) has been independently developed by Customer without any use of the Confidential Information; or (iv) is subsequently learned from a third party not under any confidentiality obligation.

9. **Student Data.** The parties acknowledge and agree that Customer is subject to federal and local laws relating to the protection of personally identifiable information of students ("PII"), including the Family Educational Rights and Privacy Act ("FERPA"), and that Amplify is obtaining such PII as a "school official" under Section 99.31 of FERPA for the purpose of providing the Products hereunder. Subject to the terms and conditions of this Agreement, Amplify will not take any action to cause Customer to be out of compliance

with FERPA or applicable state laws relating to PII. Amplify's Customer Privacy Policy at <http://www.amplify.com/customer-privacy> will govern collection, use, and disclosure of information collected or stored on behalf of Customer under this Agreement.

10. **Customer Materials.** Customer represents, warrants, and covenants that it has all the necessary rights, including consents and IP Rights, in connection with any data, information, content, and other materials provided to or collected by Amplify on behalf of Customer or its Authorized Users using the Products or otherwise in connection with this Agreement ("Customer Materials"), and that Amplify has the right to use such Customer Materials as contemplated hereunder or for any other purposes required by Customer. Customer is solely responsible for the accuracy, integrity, completeness, quality, legality, and safety of such Customer Materials. Customer is responsible for meeting hardware, software, telecommunications, and other requirements listed at <http://www.amplify.com/customer-requirements>.

11. **Warranty Disclaimer.** PRODUCTS ARE PROVIDED "AS IS" AND WITHOUT WARRANTY OF ANY KIND BY AMPLIFY. AMPLIFY EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY WARRANTY AS TO TITLE, NON-INFRINGEMENT, MERCHANTABILITY, OR FITNESS FOR A PARTICULAR PURPOSE OR USE. CUSTOMER ASSUMES RESPONSIBILITY FOR SELECTING THE PRODUCTS TO ACHIEVE CUSTOMER'S INTENDED RESULTS AND FOR THE ACCESS AND USE OF THE PRODUCTS, INCLUDING THE RESULTS OBTAINED FROM THE PRODUCTS. WITHOUT LIMITING THE FOREGOING, AMPLIFY MAKES NO WARRANTY THAT THE PRODUCTS WILL BE ERROR-FREE OR FREE FROM INTERRUPTIONS OR OTHER FAILURES OR WILL MEET CUSTOMER'S REQUIREMENTS. AMPLIFY IS NEITHER RESPONSIBLE NOR LIABLE FOR ANY THIRD PARTY CONTENT OR SOFTWARE INCLUDED IN PRODUCTS, INCLUDING THE ACCURACY, INTEGRITY, COMPLETENESS, QUALITY, LEGALITY, USEFULNESS OR SAFETY OF, OR IP RIGHTS RELATING TO, SUCH THIRD PARTY CONTENT AND SOFTWARE. ANY ACCESS TO OR USE OF SUCH THIRD PARTY CONTENT AND SOFTWARE MAY BE SUBJECT TO THE TERMS AND CONDITIONS AND INFORMATION COLLECTION, USAGE AND DISCLOSURE PRACTICES OF THIRD PARTIES.

12. **Limitation of Liability.** IN NO EVENT SHALL AMPLIFY BE LIABLE TO CUSTOMER OR TO ANY AUTHORIZED USER FOR ANY INCIDENTAL, SPECIAL, CONSEQUENTIAL, PUNITIVE, RELIANCE OR COVER DAMAGES, DAMAGES FOR LOST PROFITS, LOST DATA OR LOST BUSINESS, OR ANY OTHER INDIRECT DAMAGES, EVEN IF AMPLIFY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. TO THE EXTENT PERMITTED BY APPLICABLE LAW, AMPLIFY'S ENTIRE LIABILITY TO CUSTOMER OR ANY AUTHORIZED USER ARISING OUT OF PERFORMANCE OR NONPERFORMANCE BY AMPLIFY OR IN ANY WAY RELATED TO THE SUBJECT MATTER OF THIS AGREEMENT, REGARDLESS OF WHETHER THE CLAIM FOR SUCH DAMAGES IS BASED IN CONTRACT, TORT, STRICT LIABILITY OR OTHERWISE, SHALL NOT EXCEED THE AGGREGATE OF CUSTOMER'S OR ANY AUTHORIZED USER'S DIRECT DAMAGES UP TO THE FEES PAID BY CUSTOMER TO AMPLIFY FOR THE AFFECTED PORTION OF THE PRODUCTS IN THE PRIOR 12 MONTH-PERIOD. UNDER NO CIRCUMSTANCES SHALL AMPLIFY BE LIABLE FOR ANY CONSEQUENCES OF ANY UNAUTHORIZED USE OF THE PRODUCTS THAT VIOLATES THIS AGREEMENT OR ANY APPLICABLE LAW OR REGULATION.

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14. **Miscellaneous.** This Agreement, including all addendums, attachments and the Quote, as applicable, constitutes the entire agreement between the parties relating to the subject matter hereof. The provisions of this Agreement shall supersede any conflicting terms and conditions in any Customer purchase order, other correspondence or verbal communication, and shall supersede and cancel all prior agreements, written or oral, between the parties relating to the subject matter hereof. This Agreement may not be modified except in writing signed by both parties. All defined terms in this Agreement shall apply to their singular and plural forms, as applicable. The word "including" means "including without limitation." This Agreement shall be governed by and construed and enforced in accordance with the laws of the state of New York, without giving effect to the choice of law rules thereof. This Agreement will be binding upon and inure to the benefit of the parties and their respective successors and assigns. The parties expressly understand and agree that their relationship is that of independent contractors. Nothing in this Agreement shall constitute one party as an employee, agent, joint venture partner, or servant of another. Each party is solely responsible for all of its employees and agents and its labor

costs and expenses arising in connection herewith. Neither this Agreement nor any of the rights, interests or obligations hereunder may be assigned or delegated by Customer or any Authorized User without the prior written consent of Amplify. If one or more of the provisions contained in this Agreement shall for any reason be held to be unenforceable at law, such provisions shall be construed by the appropriate judicial body to limit or reduce such provision or provisions so as to be enforceable to the maximum extent compatible with applicable law. Amplify shall have no liability to Customer or to third parties for any failure or delay in performing any obligation under this Agreement due to circumstances beyond its reasonable control, including acts of God or nature, fire, earthquake, flood, epidemic, strikes, labor stoppages or slowdowns, civil disturbances or terrorism, national or regional emergencies, supply shortages or delays, action by any governmental authority, or interruptions in power, communications, satellites, the Internet, or any other network.

We are delighted to work with you and we thank you for your order!

Amplify Education, Inc. - Confidential Information



Price Quote

Amplify

55 Washington Street, Suite 900
 Brooklyn, NY 11201
 Phone: (800) 823-1969
 Fax: (646) 403-4700

Quote #: Q-57832-1
 Date: 2/18/2021
 Expires On: 3/20/2021

Customer Contact Information

Christie Olsen
 LAKE HAVASU UNIFIED SCH DIST 1
 (928) 505-6900
 christie.olsen@lhusd.org

Amplify Contact Information

Tommy Gearhart
 Senior Account Executive
 (505) 206-7661
 tgearhart@amplify.com

ELA G7-8 Blended (Digital + Print)
 5 year

Grade 7 4 teachers/430 students

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify ELA G7 Teacher Blended Package (5yr license 2021-2026)	\$180.00	4	0	\$0.00
Amplify ELA G7: Student Blended Package (Qty delivered each year for consumable components, 5 years)	\$117.00	0	430	\$50,310.00
TOTAL				\$50,310.00

Grade 8 4 teachers/450 students

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL PRICE
Amplify ELA G8 Teacher Blended Package (5yr license 2021-2026)	\$180.00	4	0	\$0.00
Amplify ELA G8: Student Blended Package (Qty delivered each year for consumable components, 5 years)	\$117.00	0	450	\$52,650.00
TOTAL				\$52,650.00

Professional Development

PROFESSIONAL DEVELOPMENT	QUANTITY	PRICE	TOTAL PRICE
Amplify ELA: Initial Training for Teachers (1 Day Onsite)	1.00	\$3,200.00	\$0.00
Amplify ELA: Strengthening Full Day (Two 1/2 Day Onsite consecutive sessions)	1.00	\$3,200.00	\$0.00
TOTAL		\$6,400.00	\$0.00

Shipping and Handling

SHIPPING AND HANDLING	SHIPPING COST	TOTAL PRICE
Amplify Shipping and Handling	\$5,040.00	\$5,040.00

GRAND TOTAL

\$108,000.00

Scope and Duration

Payment Terms:

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

License and Services Term:

- Licenses: 07/01/2021 until 06/30/2026
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- **FOR SHIPPED MATERIALS:**
 - Expedited shipping is available at extra charge.
 - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- **FOR SERVICES:**
 - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

How to Order Our Products

Amplify would like to process your order as quickly as possible. We accept the following forms of payment: purchase orders, checks, and credit card payments (Visa, MasterCard, Discover and American Express). In order for us to assist you, please help us by following these instructions:

Please include these three documents with your order:

- Authorized purchase order, check or [credit card authorization form](#)
- A copy of your Price Quote
- A copy of your Tax-Exemption Certificate

If submitting a purchase order:

To expedite your order, please email a purchase order to IncomingPO@amplify.com or fax it to (616) 483-4700. Purchase Orders can also be mailed to our Order Management Department at the address below.

If submitting your order via credit card authorization form:

- Amplify accepts Visa and MasterCard payments.
- Please email all documents to Accountsreceivable@amplify.com or fax them to (347)-662-2402
- **Please do not mail credit card authorization forms.**

If submitting your order via sending a check:

- Please mail your documents directly to our Order Management Department and notify your sales representative of the check number and check amount.
- Please note that mailing a check can add up to two weeks processing time for your order. For faster processing of your order, please submit your order via Purchase Order or Credit Card Authorization Form.

The information requested above is essential to ensure smooth completion of your order with Amplify. Failure to submit documents will prevent your order from processing.

Our Order Management Department is located at 55 Washington Street, Suite 800, Brooklyn, NY 11201. Please note that mailing any documents can result in delays of up to two weeks. For faster processing of your order, we recommend you submit a purchase order via fax or email.

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at amplify.com/customer-terms. Issuance of a purchase order or payment pursuant to this Price Quote, or usage of the products specified herein, shall be deemed acceptance of such Terms & Conditions.

Terms & Conditions

1. **Scope.** Amplify Education, Inc. ("Amplify") and Customer wish to enter into the agreement created by the price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote") and these Customer Terms & Conditions, including any addendums hereto (this "Agreement") pursuant to which Amplify will deliver one or more of the products or services specified on the Quote (collectively, the "Products").
2. **License.** Subject to the terms and conditions of this Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicenseable license to access and use, and permit Authorized Users to access and use the Products solely in the U.S. during the Term for the number of Authorized Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized User" means an individual teacher or other personnel employed by Customer, or an individual student registered for instruction at Customer's school, whom Customer permits to access and use the Products subject to the terms and conditions of this Agreement, and solely while such individual is so employed or so registered. Each Authorized User's access and use of the Products shall be subject to Amplify's Terms of Use available through the Products, in addition to the terms and conditions of this Agreement, and violations of such terms may result in suspension or termination of the applicable account.
3. **Restrictions.** Customer shall access and use the Products solely for non-commercial instructional and administrative purposes of Customer's school. Further, Customer shall not, except as expressly authorized or directed by Amplify: (a) copy, modify, translate, distribute, disclose or create derivative works based on the contents of, or sell, the Products, or any part thereof; (b) decompile, disassemble or otherwise reverse engineer the Products or otherwise use the Products to develop functionally similar products or services; (c) modify, alter or delete any of the copyright, trademark, or other proprietary notices in or on the Products; (d) rent, lease or lend the Products or use the Products for the benefit of any third party; (e) avoid, circumvent or disable any security or digital rights management device, procedure, protocol or mechanism in the Products; or (f) permit any Authorized User or third party to do any of the foregoing. Customer also agrees that any works created in violation of this section are derivative works, and, as such, Customer agrees to assign, and hereby assigns, all right, title and interest therein to Amplify. The Products and derivatives thereof may be subject to export laws and regulations of the U.S. and other jurisdictions. Customer may not export any Product outside of the U.S. Further, Customer will not permit Authorized Users to access or use any Product in a U.S.-embargoed country or otherwise in violation of any U.S. export law or regulation. The software and associated documentation portions of the Products are "commercial items" (as defined at 48 CFR 2.101), comprising "commercial computer software" and "commercial computer software documentation," as those terms are used in 48 CFR 12.212. Accordingly, if Customer is the U.S. Government or its contractor, Customer will receive only those rights set forth in this Agreement in accordance with 48 CFR 227.7201-227.7204 (for Department of Defense and their contractors) or 48 CFR 12.212 (for other U.S. Government licensees and their contractors).
4. **Reservation of Rights.** SUBSCRIPTION PRODUCTS ARE LICENSED, NOT SOLD. Subject to the limited rights expressly granted hereunder, all rights, title and interest in and to all Products, including all related IP Rights, are and shall remain the sole and exclusive property of Amplify or its third-party licensors. "IP Rights" means, collectively, rights under patent, trademark, copyright and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide. Customer shall notify

Amplify of any violation of Amplify's IP Rights in the Products, and shall reasonably assist Amplify as necessary to remedy any such violation. Amplify Products are protected by patents (see <http://www.amplify.com/virtual-patent-marking>).

5. **Payments.** In consideration of the Products, Customer will pay to Amplify (or other party designated on the Quote) the fees specified in the Quote in full within 30 days of the date of invoice, except as otherwise agreed by the parties or for those amounts that are subject to a good faith dispute of which Customer has notified Amplify in writing. Customer shall be responsible for all state or local sales, use or gross receipts taxes, and federal excise taxes unless Customer provides a then-current tax exemption certificate in advance of the delivery, license, or performance of any Product, as applicable.

6. **Shipments.** Unless otherwise specified on the Quote, physical Products will be shipped FOB origin in the US (Incoterms 2010 EXW outside of the US) and are deemed accepted by Customer upon receipt. Upon acceptance of such Products, orders are non-refundable, non-returnable, and non-exchangeable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.

7. **Account Information.** For subscription Products, the authentication of Authorized Users is based in part upon information supplied by Customer or Authorized Users, as applicable. Customer will and will cause its Authorized Users to (a) provide accurate information to Amplify or a third-party authentication service as applicable, and promptly report any changes to such information, (b) not share or allow others to use their account, (c) maintain the confidentiality and security of their account information, and (d) use the Products solely via such authorized accounts. Customer agrees to notify Amplify immediately of any unauthorized use of its or its Authorized Users' accounts or related authentication information. Amplify will not be responsible for any losses arising out of the unauthorized use of accounts created by or for Customer and its Authorized Users.

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We are delighted to work with you and we thank you for your order!

Amplify Education, Inc. - Confidential Information

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

AGENDA ACTION ITEM

TOPIC: APPROVAL OF MONTHLY GOVERNING BOARD MEETING DATES FOR 2021-2022

SUBMITTED BY: Dr. Rebecca Stone, Superintendent

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

It is recommended that the Governing Board approve the dates listed for regularly scheduled Governing Board meetings for the 2021-2022 school year.

RATIONALE:

All the dates are the third Tuesday of each month, which adheres to district policy, except for December 14 due to Winter Break, March 8 due to Spring Break. July and May changes are due to State mandated budget deadline.

Regular Board Meeting Date**DEADLINE for Board Materials 10:00am**

Tuesday July 6, 2021 (Adopt Budget)	Friday, June 18
Tuesday, August 17, 2021	Friday, July 30
Tuesday, September 21, 2021	Friday, September 3
Tuesday, October 19, 2021	Friday, October 1
Tuesday, November 16, 2021	Friday, October 29
Tuesday, December 14, 2021 (due to Winter Break)	Wednesday, November 24 (due to Thanksgiving)
Tuesday, January 18, 2022	Wednesday, December 29 (due to New Year's)
Tuesday, February 15, 2022	Friday, January 28
Tuesday, March 8, 2022 (due to Spring Break)	Friday, February 18
Tuesday, April 19, 2022	Friday, April 1
Tuesday, May 3, 2022 (due to State mandated budget deadline)	Friday, April 15
Tuesday, June 21, 2022	Friday, June 3
Tuesday, July 5, 2022 (Adopt Budget)	Friday, June 17

As required by law, a notice of our regular meeting dates and posting locations are sent in January to the Mohave County Supervisor's clerk. When special meetings and work sessions are needed, the same procedures for posting regularly scheduled meetings will be followed.

Approved for Transmittal to Governing Board


Superintendent

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

AGENDA ACTION ITEM

TOPIC: APPROVAL OF VOUCHERS, STUDENT ACTIVITY FUNDS, AND
AUXILIARY FUNDS

SUBMITTED BY: Michael Murray, Director of Business Services

DATE FOR BOARD CONSIDERATION: March 9, 2021

RECOMMENDATION:

Approval of Vouchers – Vouchers for February 2021 / \$4,168,498.11

Student Activity Funds for K-12 for January 2021 / \$274,775.30

Auxiliary Funds for January 2021:

Smoketree	\$ 18,745.26
Thunderbolt	\$ 129,526.44
Havasupai	\$ 12,530.15
Starline	\$ 23,559.15
Nautilus	\$ 15,933.31
Oro Grande	\$ (1,825.55)
Jamaica	\$ 25,496.12
High School	\$ 509,692.13
District Office	\$ 5,234.03

K-12 Student Activities Funds Report and the Auxiliary Reports for each school for January 2021 will be emailed to the Board prior to meeting.

Approved for Transmittal to Governing Board


Superintendent

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1 - VOUCHER SUMMARY

FISCAL YEAR 2020-2021

Submitted By: Michael Murray, Director of Business Services

Ledger Vouchers: V2403-04, V2410-11, V2415-16, V2418

Payroll Vouchers: 7274 --7277

DATE ASSIGNED FOR BOARD CONSIDERATION: **FEBRUARY** (FEBRUARY 1 THROUGH FEBRUARY 28)

RECOMMENDATION: THE VOUCHERS IN THE AMOUNT OF **\$2,480,676.77** PAYROLL AND **\$1,687,821.34**
MATERIAL SERVICES SIGNED BY THE GOVERNING BOARD

FUND	FUND DESCRIPTION	February	January	CY Totals	PY Totals
All	Payroll	\$2,480,676.77	\$2,417,608.57	\$19,854,306.92	\$28,324,648.68
001	Maintenance and Operation Fund	\$387,051.45	\$562,090.81	\$3,937,169.33	\$3,573,133.11
020	Instructional Improvement Fund	\$0.00	\$0.00	\$0.00	\$45,813.77
100	Title I ESEA	\$23,851.99	\$201,095.85	\$274,237.78	\$12,961.41
140	Title II ESEA Eisenhower	\$0.00	\$0.00	\$340.88	\$40,750.85
161	Title IV-A Student Support	\$0.00	\$0.00	\$0.00	\$6,051.87
190	Title III ESEA	\$0.00	\$0.00	\$573.12	\$3,500.00
220	IDEA VI-B	\$5,624.63	\$16,374.51	\$56,312.13	\$5,441.61
221	IDEA Part B	\$0.00	\$74.24	\$2,129.42	\$25,353.83
260	Voc Ed Basic Grants	\$8,350.84	\$575.90	\$9,207.71	\$7,106.81
290	Medicaid Reimbursement	\$0.00	\$80.00	\$540.25	\$27,985.96
291	Medicaid Fee For Service	\$6,347.68	\$8,807.57	\$70,023.60	\$15,312.21
326	Elementary & Secondary School Emergency Relief	\$14,471.66	\$51,735.80	\$115,428.62	\$0.00
349	National Forest Trees	\$0.00	\$0.00	\$0.00	\$89,330.40
374	E-RATE	\$262.78	\$20,387.00	\$53,331.69	\$23,317.00
400	Voc Ed Block Grant	\$1,513.43	\$4,490.02	\$23,115.00	\$162,889.25
450	Gifted	\$0.00	\$0.00	\$0.00	\$44,454.54
456	College Credit Exam	\$0.00	\$0.00	\$808.92	\$0.00
457	Results Based Funding	\$0.00	\$0.00	\$0.00	\$59,458.69
465	Pre-K Grant	\$696.91	\$194.01	\$6,284.39	\$7,427.71
468	Master Teacher Grant	\$3,265.15	\$0.00	\$3,569.19	\$2,046.48
482	Rural Assistance	\$0.00	\$0.00	\$1,575.00	\$0.00
485	School Safety Program	\$0.00	\$0.00	\$0.00	\$1,355.34
500	School Plant (Lease Over 1 yr)	\$0.00	\$0.00	\$0.00	\$0.00
504	School Plant (Lease <= 1 yr)	\$0.00	\$0.00	\$1,767.48	\$0.00
510	Food Service	\$79,930.98	\$94,117.76	\$609,780.17	\$1,691,125.18
515	Civic Center	\$0.00	\$0.00	\$146.00	\$0.00
520	Community Schools	\$0.00	\$0.00	\$0.00	\$6,014.48
525	Auxiliary Operations	\$0.00	\$0.00	\$0.00	\$4,437.09
526	Extracurricular Activities Fees/Tax Credit	\$10,903.46	\$219.88	\$38,865.71	\$239,016.55
530	Gifts & Donations	\$1,175.53	\$5,496.53	\$69,732.01	\$107,865.21
540	Fingerprint	\$0.00	\$60.00	\$4,165.31	\$2,558.00
550	Insurance Proceeds	\$0.00	\$0.00	\$11,324.54	\$10,668.99
555	Textbooks	\$0.00	\$0.00	\$0.00	\$0.00
570	Indirect Costs	\$0.00	\$0.00	\$0.00	\$20,306.99
596	Joint Technological Education	\$4,757.13	\$8,855.82	\$86,162.22	\$351,669.01
597	AZ Industry Credential Incentive	\$0.00	\$11,213.78	\$21,528.77	\$0.00
610	Unrestricted Capital Outlay	\$25,837.67	\$3,991.24	\$347,366.76	\$2,135,421.03
620	Adjacent Ways	\$0.00	\$0.00	\$190,195.86	\$9,434.00
630	Bond Building	\$1,111,930.05	\$3,193,466.86	\$11,108,561.05	\$3,073,018.31
665	Energy & Water Savings	\$0.00	\$0.00	\$18,424.30	\$0.00
691	Building Renewal Grant	\$0.00	\$0.00	\$145,269.49	\$669,041.07
700	Debt Service	\$1,850.00	\$0.00	\$1,850.00	\$0.00
850	Student Activities	\$0.00	\$0.00	\$3,607.61	\$0.00
955	Intergovernmental Agreements	\$0.00	\$0.00	\$89,409.00	\$167,336.50
	Totals	\$4,168,498.11	\$6,600,936.15	\$37,157,110.23	\$40,966,251.93

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

INFORMATIONAL ITEMS**TOPIC:** INFORMATIONAL**SUBMITTED BY:** Dr. Rebecca Stone, Superintendent**DATE FOR BOARD CONSIDERATION:** March 9, 2021**INFORMATIONAL REPORTS:**

- * Superintendent
- * Directors
- * Governing Board Members
- * Advisory Committees

Approved for Transmittal to Governing Board



Superintendent



SPECIAL SERVICES MONTHLY BOARD UPDATE

March 9, 2021

Special Education Enrollment as of 2/19/2021:

- AZEDS Sped 73 Census - 759 students on 10/1/2020
- AZEDS Sped 10 Enrollment Report - 776 Current students serviced on an IEP or service plan
- AZEDS Sped 20 Unduplicated 100th Day Report - 663.6695(Category Group B)

First Things First Scholarship Enrollment:

- 22 awarded - Smoketree Developmental Preschool (5 remain open)
- 18 awarded - Lake Havasu High School Little Knights Preschool (4 remain open)

Program Updates:

Special Education Staffing - This year has been even more challenging recruiting and retaining special education staff. As a result, we have had to restructure how we are providing direct services and supports. The high school has had staff resign due to COVID. There are two special education teacher openings that we have not been able to fill. We have had to reassign qualified staff from other sites to ensure students are receiving services.

Occupational Therapist- Our new contracted provider started this week. We will be communicating with parents of students who have compensatory services owed due to the resignation of staff and delay in replacing with a qualified provider. Services will be attempted to be made up before the end of year or in the month of June.

Speech –We have had a recent resignation. We are working to procure replacement. Contracted services are being considered for both direct and teletherapy as required to ensure FAPE (free appropriate public education) is provided as required.

Nurses – We have experienced several staff turnovers at the elementary schools this year due to increased demands of COVID and low salary schedule. We have recruited retired nurses and community volunteers to assist with the mandatory yearly hearing and vision screenings. Personnel is reviewing salary schedules in an effort to be able to recruit and retain qualified staff that have been invaluable during this public health emergency.

Immunizations - The county health department is not providing childhood vaccinations due to the COVID health emergency. Several community and state partners are working to provide vaccination clinics for families in need that cannot afford the vaccines required to attend school. Our district has been asked to support this effort and have our nurses assist with the clinics.

ECAP – In 2008, The Arizona State Board of Education approved Education and Career Action Plans (ECAP) for all 9th – 12th grade students. An ECAP reflects a student's current plan of coursework, career aspirations, and extended learning opportunities in order to develop the student's individual academic, career goals, and post-secondary plans. ADE provided AZCIS statewide at no cost as a resource and reporting tool to conduct career exploration and to establish a portfolio that students could access at any time and school staff could complete



**Scholarship
Character
Humanity**

SPECIAL SERVICES MONTHLY BOARD UPDATE

reporting requirements for ECAP. ADE stopped supporting AZCIS in August. This program was a resource that we used for grades 8 through 12 to assist our students in exploring career options and to build a professional portfolio to transition to post secondary employment or education. It will also support yearly compliance for mandatory reporting of ECAP. We are currently reviewing programs and will be bringing a recommendation to procure a replacement program.

Professional Development – We have provided (14) hours of training for (7) staff in the following areas:

- Early Childhood ECERS Rating Assessment Training - 7 Staff

School and Community Events:

- Child Find Outreach 3/10 /21
- ECQUIP (Early Childhood Grant) Meeting 3/10/21