



Regular Board Meeting Agenda

Tuesday, April 13, 2021 | 6:00 PM | District Office Board Room, 8176 N. Westover, Joseph City, AZ 86032

Items on the regular meeting agenda may be discussed in executive session related to employment matters, for the purpose of obtaining legal advice thereon or other matters pursuant to A.R.S. 38-431.03(A). The Governing Board may change the order of agenda items, pursuant to Governing Board Policy BEDB.

1. OPENING ITEMS

- 1.A. Call to Order
- 1.B. Roll Call
- 1.C. Pledge of Allegiance
- 1.D. Invocation
- 1.E. Adoption of Agenda
- 1.F. Approve Minutes of the March 9, 2021 Regular Board Meeting



**Minutes of Regular Board Meeting of the Governing Board
Joseph City Unified School District
District Office Board Room | 8176 N. Westover | Joseph City, AZ 86032
Tuesday, March 9, 2021**

Members present

Eldon Larsen, President; Andrew Bushman; Dayton Flake; Karsten Flake

Administrators present

Bryan Fields, Superintendent; Steve Mills, Business Manager; Eric Miller, Principal; Daniel Hutchens, Principal

Others present

2 Community Members

1. OPENING ITEMS

A. Call to Order

Eldon Larsen called the meeting to order at 6:01 pm

B. Roll Call

C. Pledge of Allegiance

D. Invocation

E. Adoption of Agenda

Motion to adopt the agenda.

Motion by Eldon Larsen, second by Andrew Bushman

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

F. Approve Minutes of the February 9, 2021 Regular Board Meeting

Motion to approve the minutes as presented.

Motion by Eldon Larsen, second by Dayton Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

G. Superintendent's Report

Mr. Fields presented information requested by the board at their previous meeting.

Mr. Fields reminded the board that the employee COVID leave benefit ends March 31, 2021.

2. CALL TO THE PUBLIC

Mrs. Kellie Flake asked the Board if there would be restrictions on High School Graduation related to COVID. She also commented on next year's school calendar.

3. EXECUTIVE SESSION

None

4. CONSENT AGENDA

Motion to approve the Consent Agenda as presented.

Motion by Eldon Larsen, second by Dayton Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

A. Approve Expense Vouchers

Action to ratify district vouchers for period 2/4/2021 through 3/3/2021.

General and Special Funds: #18 \$120,470.97; #19 124,835.26; #1037 \$65,613.76; #1038 \$1,964.95; #1039 \$122,017.26; #1040 \$1,516.74; #1041 \$52,640.76

Auxiliary Operations Funds: #1038 \$4,406.00; #1041 \$800.00; #1042 \$289.27

Student Activities Fund: #1039 \$482.45; #1040 \$3,749.00

B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of February 1, 2021 through February 28, 2021.

C. Approval of Contracts, Resolutions, Intergovernmental Agreements

Navajo County Education Service Agency (NCESA) Special Services Consortium - 3 Year Agreement to provide Special Education related services beginning with the 2021-22 school year

5. PERSONNEL REQUESTS

A. Employee Assignments, Employee Renewals, Volunteers, Employee Resignations

Motion to approve employee renewals, volunteers, and resignations as presented.

Motion by Eldon Larsen, second by Karsten Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

RENEWALS:

Julie Mills - Teacher / Librarian / Data Management

VOLUNTEERS:

Katie Frost (Softball)

Mary Spurlock (HS Softball)

RESIGNATIONS:

Brad Fischer (JH/HS Activities Director) - Effective June 30, 2021

Misti Garrison (Elementary Aide) - Effective March 12, 2021

Amy Miller (Elementary Librarian) - Effective June 30, 2021

(i) Discussion and Possible Approval of Reassigning Elementary Principal, Daniel Hutchens, to a Combination of Responsibilities for the 2021-22 School Year.

Motion to approve the appointment of Daniel Hutchens as presented.

Motion by Eldon Larsen, second by Dayton Flake

Final Resolution: Motion carries

Yes: Andrew Bushman, Dayton Flake, Karsten Flake

No: Eldon Larsen

B. Personnel Appointments

Motion to approve Personnel Appointments

Motion by Eldon Larsen, second by Karsten Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

Ashley Grant - Instructional Aide (Jr/Sr High)

Nichole Neat - Event Worker

Nichole Neat - Substitute Teacher

C. Approve Second Payment of Superintendent's Performance Pay for FY21

Motion to approve second payment of Superintendent's performance pay for FY21

Motion by Eldon Larsen, second by Dayton Flake

Discussion: The Board expressed their appreciation for Mr. Fields and what he does for our schools.

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

6. ACTION ITEMS

A. Discussion and Possible Action Regarding the Adoption of Community Use of Facilities' Fees for the 2021-22 School Year

Motion to approve the adoption of Community Use of Facilities' fees for 2021-22

Motion by Eldon Larsen, second by Dayton Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

B. Increase the Student Meal Reimbursement Rates for Student Activity Travel

Motion to approve to increase the student meal reimbursement rates for student activity travel

Motion by Eldon Larsen, second by Dayton Flake

Amended motion to table the increase for student meal reimbursement rates for student activity travel until April board meeting by Eldon Larsen, second by Karsten Flake

Final Resolution: Motion tabled.

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

C. Discussion and Possible Action to Approve Adding a Title I Instructional Aide Part-Time Position

Motion to approve adding a Title I Instructional Aide Part-Time as presented

Motion by Eldon Larsen, second by Dayton Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

7. DISCUSSION ITEMS

None

8. INFORMATION ITEMS

A. Requests for Future Agenda Items

B. Upcoming Meetings and Events Calendar

- Next Regular Board Meeting - April 13, 2021; 6:00 p.m.
- Budget Work Session scheduled for March 23, 2021; 6:00 pm

9. ADJOURNMENT

Motion to adjourn the meeting the time being 6:58 pm

Motion by Eldon Larsen, second by Karsten Flake

Final Resolution: Motion carries

Yes: Eldon Larsen, Andrew Bushman, Dayton Flake, Karsten Flake

APPROVED:

Board Clerk or President

1.G. Superintendent's Report

Current Events Report

April Governing Board Meeting

Prepared by B. Fields, Superintendent

- Senior trip report. May 17, 2021, 24 students and 4 Adults. Shawn Layden, Laurie Bowler, Jeremy and Shealyn Buckley. The trip is centering around activities in the Valley.
- Spring sports and activities are going strong and we have high participation rates.
- We are ready to proceed with posting the plans for our graduation ceremonies. This will include the publishing of our mitigation plan.
- We plan on conducting an Indoor Air Quality Assessment with Trane to look at some upgrades that we can make to our systems. This will include Plasma Air Ionizers.
- Elementary Book Fair in March, which was led by Amy Miller, collected approximately \$5,000. This was higher than we typically raise and very encouraging for us to see.
- A possible plea deal agreement that the county prosecutor and former employee Tonnie Pugh may be arranged in the upcoming weeks. We have been notified because we are the agency that is to be reimbursed. We have already been reimbursed by the insurance so any repayment will be sent to them. The possible plea agreement includes total reimbursement of the estimated amount that was taken.
- Operation clean up has been a success at the Junior-Senior High School Campus. Mr. Miller led this project and can provide details at the meeting if you would like.
- Setting funds aside in the budget for track maintenance- \$50,000
- At this point we have one applicant for the Elementary Principal position.
- The High School is looking at design options for an outdoor classroom/gathering space in the courtyard. This may include installing doors from the cafeteria into this area. We will keep you informed on the progress of this project.
- We are also looking to recommend the hiring of an addition instructional aide that will work with our Title I program next year. This position will not be permanent and the funding for it will be from additional COVID money that the District receives.



**Summary of Financial Operations (Unaudited)
March 31, 2021**

Fund		Budget	YTD Expenses	Balance	Encumbrances	Budget Balance
001	Maintenance & Operation	\$4,958,876	\$2,929,264	\$2,029,612	\$1,091,698	\$ 937,915
010-013	Classroom Site Funds	\$ 467,768	\$ 75,850	\$ 391,918	\$ 27,787	\$ 364,131
100-130	Title I	\$ 235,000	\$ 101,156	\$ 133,844	\$ 52,395	\$ 81,448
140-150	Title II - Professional Development	\$ 40,000	\$ 6,441	\$ 33,559	\$ 1,238	\$ 32,321
200-209	Title VII - Indian Education	\$ 15,000	\$ 8,000	\$ 7,000	\$ -	\$ 7,000
220-229	IDEA/Special Education Grants	\$ 140,000	\$ 60,073	\$ 139,324	\$ 19,049	\$ 120,275
230	Johnson-O'Malley (JOM)	\$ 4,500	\$ 676	\$ 3,824	\$ 158	\$ 3,667
260-270	Career & Technical Ed (CTE) - Federal	\$ 12,000	\$ 10,298	\$ 1,702	\$ -	\$ 1,702
290-291	Medicare Reimbursement	\$ 30,000	\$ 11,953	\$ 18,047	\$ 348	\$ 17,699
326-328	CARES	\$ 307,681	\$ 270,683	\$ 36,998	\$ 11,311	\$ 25,687
374	E-Rate	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -
390-396	REAP (Federal Rural Assistance)	\$ 65,000	\$ 30,145	\$ 34,855	\$ 7,428	\$ 27,427
400	Career & Technical Ed (CTE) - State	\$ 10,000	\$ 2,351	\$ 7,649	\$ -	\$ 7,649
466	Healthy Drug-Free Community	\$ 185,000	\$ 26,690	\$ 158,310	\$ 24,279	\$ 134,032
506	School Plant (Sale)	\$ 8,500	\$ -	\$ 8,500	\$ -	\$ 8,500
510	Food Service	\$ 300,000	\$ 136,806	\$ 163,194	\$ 55,170	\$ 108,024
515	Civic Center	\$ 10,000	\$ 586	\$ 9,414	\$ 116	\$ 9,298
520	Preschool Tuition	\$ 12,000	\$ 4,757	\$ 7,243	\$ 1,962	\$ 5,282
525	Auxiliary Operations	\$ 140,000	\$ 11,132	\$ 128,868	\$ 3,894	\$ 124,974
526	Extracurricular Activities Tax Credit	\$ 20,000	\$ 8,350	\$ 11,650	\$ 8,321	\$ 3,329
530	Gifts & Donations	\$ 50,000	\$ 4,811	\$ 45,190	\$ 8,142	\$ 37,048
535-539	CTE & Vocational Education Projects	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000
565	Litigation Recovery	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000
570	Indirect Costs	\$ 30,000	\$ 27,453	\$ 2,547	\$ 1,252	\$ 1,295
596	NAVIT	\$ 45,000	\$ 24,416	\$ 20,584	\$ 10,566	\$ 10,018
610	Capital Outlay	\$ 284,027	\$ 241,988	\$ 42,039	\$ 3,341	\$ 38,698
620	Adjacent Ways	\$ 75,000	\$ 44,809	\$ 30,191	\$ 2,632	\$ 27,559
665	Energy and Water Savings	\$ 65,000	\$ -	\$ 65,000	\$ -	\$ 65,000
686	SFB Emergency Deficiency Correction	\$ 350,000	\$ 123,735	\$ 226,265	\$ 12,413	\$ 213,852
691	SFB Building Renewal Grant	\$ 900,000	\$ 388,540	\$ 511,460	\$ 46,075	\$ 465,386
850	Student Activities	\$ 50,000	\$ 18,398	\$ 31,602	\$ 317	\$ 31,285

2. CALL TO THE PUBLIC

Individuals who wish to address the Board are requested to complete the appropriate form prior to the meeting and give the form to the Board Secretary. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter or scheduling the matter for a future agenda. The Board requests that all comments be limited to five minutes or less, that speakers refrain from the use of speech or language that is offensive or inappropriate, pursuant to Board policy KFA and that speakers refrain from voicing complaints against school personnel or any person connected with the District, as it may impact due process rights. Policies KE, KEB, and KED are provided by the Board for disposition of legitimate complaints, including those involving individuals. Forms required for use of these policies can be obtained from the Joseph City Schools website. The President will limit discussion whenever he deems such action appropriate to the proper conduct of the meeting.

3. EXECUTIVE SESSION (*)

For any agenda item indicated with an asterisk (*), the Board may vote to convene in Executive Session pursuant to A.R.S. 38-431.03 (A) (1) for personnel matters when notified; (2) discussion or consideration of records exempt by law from public inspection; (3) for consultation with attorney; (4) for consultation with attorney when in pending or contemplated litigation. Discussion or consideration of personnel matters may include employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee.

4. CONSENT AGENDA

All items listed will be considered as a group and will be approved with one motion unless a Board Member requests an item be removed from the consent agenda and considered as a separate item.

4.A. Approve Expense Vouchers

Action to ratify district vouchers for period 3/4/2021 through 4/7/2021.

General and Special Funds: #1042 \$59,518.82; #1043 \$1,780.00; #1044 \$9,308.41; #1045 \$84,645.45; #1046 \$25,228.60; #1047 \$1,849.69; #1048 \$41,185.34; #20 \$124,601.21; #21 \$117,684.83

Auxiliary Operations Funds: #1047 \$100.00; #1049 \$40.44; #1052 \$205.43; #1054 \$2,356.93

Student Activities Fund: #1045 \$209.24; #1050 \$126.50; #1051 \$2,496.07

4.B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of March 1, 2021 through March 31, 2021.

Joseph City Unified Auxiliary Fund

Revenue Report

 Summary Only

From Date: 3/1/2021

To Date: 3/31/2021

Fiscal Year: 2020-2021

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 850 STUDENT ACTIVITIES					
850.000.0000.1510.500.600 UNDESIGNATED DIST Interest Revenue	\$0.00	\$0.00	\$2.55	(\$2.55)	0.00%
850.000.0000.1760.102.610 JH STUDENT COUNCIL Student Club Revenue	\$0.00	\$0.00	\$20.00	(\$20.00)	0.00%
850.000.0000.1760.102.619 HS VOLLEYBALL Student Club Revenue	\$0.00	\$0.00	\$100.00	(\$100.00)	0.00%
850.000.0000.1760.203.610 HS STUDENT COUNCIL Student Club Revenue	\$0.00	\$0.00	\$201.00	(\$201.00)	0.00%
850.000.0000.1760.203.614 HS WRESTLING Student Club Revenue	\$0.00	\$20.00	\$852.00	(\$852.00)	0.00%
850.000.0000.1760.203.618 HS BOYS BASKETBALL Student Club Revenue	\$0.00	\$20.00	\$4,018.05	(\$4,018.05)	0.00%
850.000.0000.1760.203.619 HS VOLLEYBALL Student Club Revenue	\$0.00	\$0.00	\$219.00	(\$219.00)	0.00%
850.000.0000.1760.203.628 HS CROSS COUNTRY Student Club Revenue	\$0.00	\$0.00	\$2,250.00	(\$2,250.00)	0.00%
850.000.0000.1760.203.634 CLASS OF 2021 Student Club Revenue	\$0.00	\$4,318.00	\$4,318.00	(\$4,318.00)	0.00%
850.000.0000.1760.203.635 CLASS OF 2022 Student Club Revenue	\$0.00	\$0.00	\$569.00	(\$569.00)	0.00%
850.000.0000.1760.203.636 CLASS OF 2023 Student Club Revenue	\$0.00	\$0.00	\$4,689.00	(\$4,689.00)	0.00%
Fund 850 Total:	\$0.00	\$4,358.00	\$17,238.60	(\$17,238.60)	0.00%
Grand Total:	\$0.00	\$4,358.00	\$17,238.60	(\$17,238.60)	0.00%

End of Report

Joseph City Unified Auxiliary Fund

Expenditure Budget Balance Report

 Summary Only

From Date: 3/1/2021

To Date: 3/31/2021

Fiscal Year: 2020-2021

Budget Balance

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	% Remaining Bud
Fund: 850 STUDENT ACTIVITIES						
850.000.0000.6810.500.300	\$0.00	\$0.00	\$6.65	(\$6.65)	\$0.00	(\$6.65)
DIST UNDESIGNATED Dues and Fees						0.00%
850.100.2100.6610.203.610	\$0.00	\$0.00	\$195.81	(\$195.81)	\$0.00	(\$195.81)
HS STUDENT COUNCIL Instructional Support Supplies						0.00%
850.100.2100.6610.203.635	\$0.00	\$0.00	\$288.57	(\$288.57)	(\$63.01)	(\$225.56)
Undesignated						0.00%
850.100.2100.6610.203.636	\$0.00	\$0.00	\$3,039.00	(\$3,039.00)	\$0.00	(\$3,039.00)
Undesignated						0.00%
850.100.2100.6731.203.613	\$0.00	\$0.00	\$0.00	\$0.00	\$316.80	(\$316.80)
Undesignated						0.00%
850.100.2100.6810.203.610	\$0.00	\$0.00	\$213.69	(\$213.69)	\$0.00	(\$213.69)
Undesignated						0.00%
850.100.2100.6810.203.633	\$0.00	\$0.00	\$586.31	(\$586.31)	\$0.00	(\$586.31)
CLASS OF 2020 Dues and Fees						0.00%
850.100.2510.6810.500.600	\$0.00	\$0.00	(\$79.24)	\$79.24	\$0.00	\$79.24
UNDESIGNATED DIST Dues and Fees						0.00%
850.610.1000.6610.203.610	\$0.00	\$45.59	\$489.73	(\$489.73)	\$63.36	(\$553.09)
HS STUDENT COUNCIL Instructional Supply						0.00%
850.610.1000.6610.203.611	\$0.00	\$0.00	\$176.02	(\$176.02)	\$0.00	(\$176.02)
HS NATIONAL HONOR SOCIETY Instructional Supply						0.00%
850.610.1000.6610.203.634	\$0.00	\$2,496.07	\$2,496.07	(\$2,496.07)	\$0.00	(\$2,496.07)
CLASS OF 2021 Instructional Supply						0.00%
850.610.2100.6610.203.615	\$0.00	\$0.00	\$131.84	(\$131.84)	\$0.00	(\$131.84)
Undesignated						0.00%
850.620.1000.6610.102.619	\$0.00	\$0.00	\$808.87	(\$808.87)	\$0.00	(\$808.87)
HS VOLLEYBALL Instructional Supply						0.00%
850.620.1000.6610.203.602	\$0.00	\$0.00	\$479.60	(\$479.60)	\$0.00	(\$479.60)
HS BASEBALL Instructional Supply						0.00%
850.620.1000.6610.203.618	\$0.00	\$0.00	\$1,670.00	(\$1,670.00)	\$0.00	(\$1,670.00)
HS BOYS BASKETBALL Instructional Supply						0.00%
850.620.1000.6610.203.619	\$0.00	\$0.00	\$398.04	(\$398.04)	\$0.00	(\$398.04)
HS VOLLEYBALL Instructional Supply						0.00%
850.620.1000.6610.203.628	\$0.00	\$0.00	\$865.28	(\$865.28)	\$0.00	(\$865.28)
HS CROSS COUNTRY Instructional Supply						0.00%
850.620.1000.6610.203.629	\$0.00	\$0.00	\$1,213.30	(\$1,213.30)	\$0.00	(\$1,213.30)

Joseph City Unified Auxiliary Fund

Expenditure Budget Balance Report

 Summary Only

From Date: 3/1/2021

To Date: 3/31/2021

Fiscal Year: 2020-2021

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
HS TRACK Instructional Supply						0.00%
850.620.1000.6810.203.618	\$0.00	\$126.50	\$126.50	(\$126.50)	\$0.00	(\$126.50)
HS BOYS BASKETBALL Instructional Dues and Fees						0.00%
850.620.1000.6810.203.619	\$0.00	\$0.00	\$4,410.00	(\$4,410.00)	\$0.00	(\$4,410.00)
HS VOLLEYBALL Instructional Dues and Fees						0.00%
850.620.1000.6810.203.628	\$0.00	\$0.00	\$30.00	(\$30.00)	\$0.00	(\$30.00)
HS CROSS COUNTRY Instructional Dues and Fees						0.00%
850.620.1000.6890.203.614	\$0.00	\$163.65	\$646.10	(\$646.10)	\$0.00	(\$646.10)
HS WRESTLING Instructional Admissions						0.00%
850.620.1000.6890.203.628	\$0.00	\$0.00	\$206.00	(\$206.00)	\$0.00	(\$206.00)
HS CROSS COUNTRY Instructional Admissions						0.00%
Fund 850 Total:	\$0.00	\$2,831.81	\$18,398.14	(\$18,398.14)	\$317.15	(\$18,715.29)
						0.00%
Grand Total:	\$0.00	\$2,831.81	\$18,398.14	(\$18,398.14)	\$317.15	(\$18,715.29)
						0.00%

End of Report

4.C. Approval of Summer Football Camp

4.D. Award Bid for Joseph City Elementary School Roof Replacement
Project funded by the Arizona School Facilities Board

	JBS	Point Companies	Edge		
Bid Bond	Yes	Yes	Yes		
License	Yes	Yes	Yes		
Sub List	Yes	Yes	Yes		
Asbestos Cert	Yes	Yes	Yes		
Questionnaire	Yes	Yes	Yes		
Deviations & Exceptions	Yes	Yes	Yes		
Familial Relationship	Yes	Yes	Yes		
Amendment Acknowledgement #1	Yes	Yes	Yes		
Amendment Acknowledgement #2	Yes	Yes	Yes		
Amendment Acknowledgement #3	Yes	Yes	Yes		
Confidential/Proprietary	Yes	Yes	Yes		
Vendor Application Form	Yes	Yes	Yes		
Gannett Schedule	Yes	Yes	Yes		
Drug Free	Yes	Yes	Yes		
Non-Collusion Statement	Yes	Yes	Yes		
Signed Offer & Acceptance	Yes	Yes	Yes		
W-9	Yes	Yes	Yes		
Restatement of Work (Question 9)	Yes	Yes	Yes		
Roof Replacement with Structure Repairs at Joseph City Elementary					
Base Bid:	\$926,000.00	\$1,227,352.00	\$902,043.00		
320 Sq. ft. of decking per plans and specifications at \$_____ per sq. ft. installed	\$1,440.00	\$3,104.00	\$3,840.00		
Subtotal	\$927,440.00	\$1,230,456.00	\$905,883.00	\$0.00	\$0.00
Cost of Bonds	\$19,560.00	\$18,500.00	\$14,117.00		
Total Project Cost	\$947,000.00	\$1,248,956.00	\$920,000.00	\$0.00	\$0.00

	Joseph City Unified School District, #2 Award Recommendation		8176 Westover Joseph City, AZ 86032
	IFB: 21-02 PROJECT: Roof Replacement with Structure Repairs at Joseph City Elementary	Page 1 of 1	

April 1, 2021

The District engaged GH2 for the development of specifications and drawing for the School Facilities Board (SFB) Building Renewal Grant (BRG) for the Roof Replacement with Structure Repairs at Joseph City Elementary.

The District issued IFB# 21-02 and published the notice on March 10, 2021 in the Holbrook Tribune Silver Creek Herald, which is the official newspaper of Apache County. The documents and Amendments were available for download at www.schools.jcusd.org. Sealed bids were due to JCESD no later than 11:00, on April 1, 2020 at the JCESD Business Office, 8176 Westover, Joseph City, AZ 86032.

Seventy-three vendors were notified by email and nine people were in attendance at prebid meeting was held on March 16th at 10:00 AM at Joseph City Elementary, 8176 Westover, Joseph City, AZ 86032.

Three (3) bids were received in a timely manner. The lowest responsive and responsible bidder is Edge Construction, in the amount of \$920,000.

April 1, 2021

Mr. Bryan Fields
Superintendent
Joseph City Unified School District
8176 Westover Ave.
Joseph City, AZ 86032

RE: Roof Replacement at Joseph City Elementary School – Contractor Award

Dear Mr. Fields,

Having reviewed the bids received for IFB# 21-02 for the roof replacement and structural repairs of building 1001 at the Joseph City Elementary School it is our recommendation that the district proceed with awarding a contract to the lowest responsive and responsible bidder, Edge Construction LLC.

Please let me know if there is any further information needed.

Thank you,



Robert Wadsack
Associate Principal

4.E. Student Fees, Activities Participation, and Activity Card Costs for the 2021-2022 School Year

Jr/Sr High School Fees

Revised 3/8/2021

HIGH SCHOOL

ART \$20.00 per semester

STUDENTS WILL NEED TO PAY EXTRA FOR ANY MATERIALS USED BEYOND WHAT IS REQUIRED FOR CLASS.

WOODS and WELDING

Students will pay for metal and other materials used for projects.

ATHLETICS

HIGH SCHOOL ATHLETIC REGISTRATION \$45.00 per sport for the first two sports. Any additional sport is free.

JUNIOR HIGH ATHLETIC REGISTRATION \$25.00 per sport for the first two sports. Any additional sport is free.

ATHLETIC EVENT ENTRY FEES
 \$5- General Admission
 Free- Students
 \$3- Seniors

ACTIVITIES

DRAMA/HIGH SCHOOL PLAY REGISTRATION \$20.00

Family Maximum Charge for Athletics & Activities \$200.00

Economically disadvantaged families may apply for a waiver or reduction for athletic/activity registration fees. Inquire at the office for an application if you would like to apply. Approval is based on free/reduced lunch status.

ACTIVITY CARDS

Activity cards cover entry to all home athletic events run by Joseph City Jr/Sr High School. AIA events are not included.

SENIOR CITIZENS (60+ verified) \$25.00
 STUDENTS Free
 ADULTS \$50.00

FAMILY (Immediate Family Members Only) \$150.00

4.F. Renewal of facility use agreement with the Joseph City Foundation

5. PERSONNEL REQUESTS (*)

Discussion and possible action to approve employee assignments, approve volunteers and accept employee resignations.

5.A. Employee Assignments, Employee Renewals, Volunteers, Employee Resignations

Discussion and possible action to approve employee assignments and renewals, approve volunteers and accept employee resignations.

VOLUNTEERS:

Katherine Frost (HS)

RESIGNATIONS:

Michael Gayer - Custodial Supervisor only

Sam Johnstun - Maintenance Tech

ASSIGNMENTS:

Claire Young - Afterschool Tutor

Kory Castellano - Teacher Assistant (Elementary Special Education for the 2021-2022 School Year)

Amy Miller - Teacher Assistant (2nd Grade for the 2021-2022 School Year)

5.B. Personnel Appointments

Discussion and possible action to approve the appointment of new personnel and changes to positions of current personnel.

Joshua Meeks - Instructional Aide (Title I Elementary)

Paige Murray - Substitute Teacher

Deidra Smith - Teacher (Kindergarten)

Jeffery "Michael" Strong - Youth, Faith & Family Program Specialist

6. ACTION ITEMS

6.A. Discussion and Possible Approval of Employee Salaries and Pay Rates for FY 2021-22

Salary Proposal for FY21-22

Joseph City Schools

Teacher | Certified Specialist Pay Schedule

Base increase of \$4,000 per year

Applies to each full-time teacher/specialist (prorated for part-time or extended contracts)

Support Staff Pay Schedule

Increase of \$.75 per hour

Applies to all positions except Level 1 (minimum wage)

Extra Duty 1 Pay Schedule

Increase according to existing formulas stated in the Pay Schedule

Amounts are linked to Teacher Base

Extra Duty 2 Pay Schedule

No changes

Substitute Pay Schedule

Adjust pay schedule

Increase Level T (Substitute Bus Driver) and Level U (Substitute Maintenance Worker) by \$.50 per hour

Management Team

Increase of 3%

Applies to Management Team salaried positions and Superintendent

Other changes

- Certain portions of current Classroom Site Fund (CSF/Prop 301 and equivalent) pay for Teachers and Certified Specialists will be included in the Base Salary in the following amounts:
 - \$1,100 CSF Additional Pay
 - \$1,000 CSF Performance Pay (with this transfer to Base Pay, Performance Pay will decrease from \$2,600 to \$1,600)
- Adjust Support Staff Pay Schedule to increase Base Hourly Rate by \$.50 per hour for every level except Levels 1 and 2 (minimum wage) and Level 3 will increase to \$12.50 per hour
- Compression adjustments for selected positions will be proposed at a future board meeting.

6.B. Award Bid for Employee Health Insurance Plans for FY 2021-22

Employee paid medical insurance costs & District HSA Contributions

Joseph City Schools

Kairos Copay Plan						
Coverage Type	Current FY21 Cost		FY22 Cost		Cost Increase (Decrease)	
	Per Paycheck	Annual	Per Paycheck	Annual	Per Paycheck	Annual
Employee only	24.23	629.98	33.69	875.94	9.46	245.96
Employee + spouse	281.31	7,314.06	250.15	6,503.90	(31.16)	(810.16)
Employee + children	238.38	6,197.88	212.31	5,520.06	(26.07)	(677.82)
Employee + family	331.62	8,622.12	294.46	7,655.96	(37.16)	(966.16)
District Contribution to Employee in Addition to Premium Payments						
<i>District HSA Contribution</i>	-	1,500.00	-	1,500.00	-	-
<i>District Family Supplement</i>	76.15	1,980.00	76.15	1,980.00		

Kairos HDHP 1500						
Coverage Type	Current FY21 Cost		FY22 Cost		Cost Increase (Decrease)	
	Per Paycheck	Annual	Per Paycheck	Annual	Per Paycheck	Annual
Employee only	-	-	-	-	-	-
Employee + spouse	232.15	6,035.90	183.23	4,763.98	(48.92)	(1,271.92)
Employee + children	191.54	4,980.04	149.54	3,888.04	(42.00)	(1,092.00)
Employee + family	276.92	7,199.92	222.00	5,772.00	(54.92)	(1,427.92)
District Contribution to Employee in Addition to Premium Payments						
<i>District HSA Contribution</i>	-	1,500.00	-	1,500.00	-	-
<i>District Family Supplement</i>	76.15	1,980.00	76.15	1,980.00		

Kairos HDHP 2500						
Coverage Type	Current FY21 Cost		FY22 Cost		Cost Increase (Decrease)	
	Per Paycheck	Annual	Per Paycheck	Annual	Per Paycheck	Annual
Employee only	-	-	-	-	-	-
Employee + spouse	206.77	5,376.02	164.77	4,284.02	(42.00)	(1,092.00)
Employee + children	166.62	4,332.12	132.46	3,443.96	(34.16)	(888.16)
Employee + family	248.77	6,468.02	202.62	5,268.12	(46.15)	(1,199.90)
District Contribution to Employee in Addition to Premium Payments						
<i>District HSA Contribution</i>	-	1,500.00	-	1,500.00	-	-
<i>District Family Supplement</i>	76.15	1,980.00	76.15	1,980.00		

DISTRICT COST	Current	Renewal	Change	%
Employee premium	273,564	229,296	(44,268)	-16%
Family supplement	23,760	23,760	-	
HSA contribution	40,500	40,500	-	
Other	594	8,000	7,406	
Total	338,418	301,556	(36,862)	-11%

ENROLLMENT	Copay Plan	HDHP 1500	HDHP 2500	Total
Employee Only	6	16	0	22
Employee + Spouse	0	1	0	1
Employee + Children	1	3	0	4
Employee + Family	0	7	0	7
Total	7	27	0	34

JOSEPH CITY UNIFIED SCHOOL DISTRICT

2021/22 Plan Year Recommendations



Joseph City Unified School District **Best & Final**

Medical Plan Analysis - Active Employees

July 1, 2021 Renewal

	Current ASBAIT			Option 1 KAIROS		
	Value Silver 2020	HDHP 1500 2020	HDHP 3000 2020	Copay Plan \$750	HDHP 1500	HDHP 2500
Benefits	In-Network	In-Network	In-Network	In-Network	In-Network	In-Network
Provider Network	Aetna CPIX	Aetna CPIX	Aetna CPIX	UHC Choice+ wMayo	UHC Choice+ wMayo	UHC Choice+ wMayo
Deductible		Non-Embedded	Embedded		Non-Embedded	Non-Embedded
Individual	\$1,000	\$1,500	\$3,000	\$750 EE / \$1,500 EE+1 /	\$1,500	\$2,500
Family	\$2,000	\$3,000	\$6,000	\$2,250 Fam	\$3,000	\$5,000
Coinsurance	25%	20%	20%	20%	20%	20%
Out-of-Pocket Maximum		Embedded	Embedded		Non-Embedded	Non-Embedded
Individual	\$6,000	\$5,500	\$6,000	\$5,000	\$3,500	\$3,450
Family	\$12,000	\$11,000	\$12,000	\$10,000	\$6,550	\$6,550
Ded. applies to OOP Max?	Yes	Yes	Yes	Yes	Yes	Yes
Professional Services						
Primary Care	\$40 Copay	20% after deductible	20% after deductible	\$20 Copay	20% after deductible	20% after deductible
Specialist	\$50 Copay	20% after deductible	20% after deductible	\$40 Copay	20% after deductible	20% after deductible
Preventive Care	100%	100%	100%	100%	100%	100%
Laboratory & X-Ray	25% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Complex Diagnostic Testing	25% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Hospital Services						
Inpatient Hospital	\$250 + 25% no ded	\$250+20% after ded	\$250+20% after ded	20% after deductible	20% after deductible	20% after deductible
Outpatient Hospital	25% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Emergency Services						
Urgent Care	\$60 Copay	20% after deductible	20% after deductible	\$40 Copay	20% after deductible	20% after deductible
Emergency Room	25% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Prescription Drugs					Med ded then:	Med ded then:
Generic	\$15 Copay	20% after deductible	20% after deductible	\$10 Copay	\$10 Copay	\$10 Copay
Preferred Brand	>of \$25 or 20% to \$80	20% after deductible	20% after deductible	\$60 Copay	\$60 Copay	\$60 Copay
Non-Preferred Brand	>of \$40 or 40% to \$110	20% after deductible	20% after deductible	\$110 Copay	\$110 Copay	\$110 Copay
Mail-Order	\$30/20%/40%	20% after deductible	20% after deductible	\$25/\$120/\$220	\$25/\$120/\$220	\$25/\$120/\$220
Rates	VS H15 H3					
EE Only	6 16 0	\$723.00	\$670.50	\$641.50	\$635.00	\$562.00
EE + Spouse	0 1 0	\$1,445.00	\$1,338.50	\$1,283.50	\$1,269.00	\$1,124.00
EE + Child(ren)	1 3 0	\$1,352.00	\$1,250.50	\$1,196.50	\$1,187.00	\$1,051.00
Family	0 7 0	\$1,554.00	\$1,435.50	\$1,374.50	\$1,365.00	\$1,208.00
Est. Monthly Premium by Plan		\$5,690	\$25,867	\$0	\$4,997	\$21,725
Est. Annual Premium by Plan		\$68,280	\$310,398	\$0	\$59,964	\$260,700
% Change From Current		N/A	N/A	N/A	-12.18%	-16.01%
Annual \$ Change From Current		N/A	N/A	N/A	(\$8,316)	(\$49,698)
Combined Est. Monthly Premium			\$31,557			\$26,722
Combined Est. Annual Premium			\$378,678			\$320,664
% Change From Current			N/A	24		-15.3%
Annual \$ Change From Current			N/A			(\$58,014)

Joseph City Unified School District

Voluntary Dental Plan Analysis

July 1, 2021 Renewal

Benefits	Current ASBAIT \$1500 100/80/50/50		Option 1 KAIROS (Delta) \$1500 100/80/50/50	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Provider Network	Aetna Dental	Subject to UCR	Delta PPO	Subject to UCR
Annual Deductible				
Individual	\$50	\$50	\$50	\$50
Family	\$150	\$150	\$150	\$150
Annual Plan Maximum	\$1,500	\$1,500	\$1,500	\$1,500
Orthodontia Lifetime Maximum	\$1,500	\$1,500	\$1,500	\$1,500
Diagnostic & Preventive	100%	100%	100%	100%
Deductible Waived	yes	yes	yes	yes
Exams	100%	100%	100%	100%
Cleanings	100%	100%	100%	100%
Bitewing X-Rays	100%	100%	100%	100%
Diagnostic X-Rays	100%	100%	100%	100%
Sealants	100%	100%	100%	100%
Basic Services	80%	80%	80%	80%
Fillings	80%	80%	80%	80%
Simple Extractions	80%	80%	80%	80%
Oral Surgery	80%	80%	80%	80%
Emergency Pain Treatment	80%	80%	80%	80%
Major Services	50%	50%	50%	50%
Crowns, Inlays, Outlays	50%	50%	50%	50%
Bridges	50%	50%	50%	50%
Dentures	50%	50%	50%	50%
Orthodontic Services	50%	50%	50%	50%
Appliances and Related Services	50%	50%	50%	50%
Orthodontia Age Limitation	to age 19	to age 19	to age 19	to age 19
Periodontic Coverage	80%	80%	80%	80%
Endodontic Coverage	80%	80%	80%	80%
Other Features				
Crown Replacement Frequency	Every 5 Years		Every 5 Years	
Waiting Periods	None		None	
Reasonable & Customary	Negotiated Fee	80th UCR	Negotiated Fee	51st UCR
Rate Guarantee Period	7/1/2020 - 6/30/2021		7/1/2021 - 6/30/2022	
Rates	#			
Employee Only	15	\$46.80	\$43.20	
Employee + Spouse	1	\$96.30	\$87.48	
Employee + Child(ren)	1	\$100.20	\$72.36	
Family	12	\$130.20	\$112.32	
Est. Monthly Premium		\$2,461	\$2,156	
Est. Annual Premium		\$29,531	\$25,868	
% Change From Current		N/A	-12.40%	
Annual \$ Change From Current		N/A	(\$3,663)	

Joseph City Unified School District

Voluntary Vision Plan Analysis

July 1, 2021 Renewal

	Current Avesis 12/12/24/12 \$10/\$10	Option 2 Superior Vision 12/12/24/12 \$10/\$10
Benefits	923	
Provider Network	Avesis	Superior Vision
Overview of Benefits		
Eye Exam/Refraction	Covered in Full after \$10 copay	Covered in Full after \$10 copay
Contact Lens Evaluation & Fitting	Included in contact allowance	Covered in Full after \$30 copay
Single Vision Eyeglass Lenses	Covered in Full after \$10 copay	Covered in Full after \$10 copay
Bifocal Eyeglass Lenses	Covered in Full after \$10 copay	Covered in Full after \$10 copay
Trifocal Eyeglass Lenses	Covered in Full after \$10 copay	Covered in Full after \$10 copay
Lenticular Eyeglass Lenses	Covered in Full after \$10 copay	Covered in Full after \$10 copay
Standard Progressive Lenses	Covered up to \$50	Covered in Full after \$55 copay
Youth Polycarbonate	Up to 20% discount	Covered in Full after \$40 copay
Standard Frames	\$100	\$100
Standard Contact Lenses (hard/soft)	\$110	\$120
Medically Necessary	Covered in Full	Covered in Full
Disposable Contact Lenses	\$110	\$120
Frequency of Services		
Exams	12 months	12 months
Lenses	12 months	12 months
Frames	24 months	24 months
Contact Lenses	12 months	12 months
Other Features		
Laser Vision Correction	\$100 once/lifetime	20-50% discount w/ QualSight
Rate Guarantee Period	7/1/2020 - 6/30/2022	7/1/2021 - 6/30/2025
Rates	#	
Employee Only	13	\$5.81
Employee + Spouse	0	\$11.62
Employee + Child(ren)	1	\$13.63
Family	14	\$20.90
Est. Monthly Premium	\$475	\$382
Est. Annual Premium	\$5,700	\$4,581
% Change From Current	N/A	-19.6%
Annual \$ Change From Current	N/A	(\$1,119)

Joseph City Unified School District **Best &**

Life and AD&D Plan Analysis

July 1, 2021 Renewal

	Current Unum Basic Life/AD&D	Option 5 KAIROS (MetLife) Basic Life/AD&D
Benefits		(Minimum \$50,000)
Basic Information		
Class / Eligibility	Superintendent/ Other FTE	Superintendent/All other FTE
Rate Guarantee Period	07/01/2020-06/30/2021	07/01/2021-06/30/2022
Employee Coverage		
Life Benefit Amount	\$100,000/\$25,000	\$100,000/ \$50,000
Guarantee Issue	Full amount	Full amount
AD&D Benefits		
Loss of Life	Match life benefit	match life benefit
Dependent Coverage	No	No
Other Features		
Waiver of Premium	Included	Included
Accelerated Benefits	Included	Included
Portability	Included	N/A
Conversion	Included	Included
Reduction Schedule (Reduces to)	65% at age 70, 50% at age 75	65% at age 65, 50% at age 70
Rates	Lives	Volume
		Volume: \$2,600,000
Rate per 1000	51	\$1,350,000
	\$0.258	\$0.113
Est. Monthly Premium	\$348	\$294
Est. Annual Premium	\$4,180	\$3,526
% Change From Current	N/A	-22.3%
Annual \$ Change From Current	N/A	(\$1,010)

Joseph City Unified School District

Short Term Disability Plan Analysis

July 1, 2021 Renewal

	Current Unum Employer Paid Plan	Option 1 Equitable (BCBS AZ) Employer Paid Plan
Benefits		
Basic Information		
Class / Eligibility	All FTE	All FTE
Rate Guarantee Period	07/01/2020-06/30/2021	07/01/2021-06/30/2023
Benefit Percentage	66.67%	66.67%
Maximum Weekly Benefit	\$4,000	\$2,000
Minimum Weekly Benefit	\$25	Unconfirmed
Maximum Benefit Duration	26 weeks	26 weeks
Elimination Period		
Illness - Benefits begin on:	31st Day	31st Day
Accident - Benefits begin on:	31st Day	31st Day
Plan Limitations		
Partial Disability	Included	Included
Pre-Existing Limitation	N/A	N/A
Rates		
	Lives	Volume
Rate per 10	51	\$25,769
Est. Monthly Premium	\$825	\$536
Est. Annual Premium	\$9,895	\$6,432
% Change From Current	N/A	-35.00%
Annual \$ Change From Current	N/A	(\$3,463)

Dependent Only Limited Medical Plan

Focus Health offers a limited medical benefit plan for dependent children ages 1 through 26. The plans help provide medical coverage for children who would otherwise be un- or underinsured. Additionally, no health questions are required to gain coverage and even pre-existing conditions are covered.



Employees can enroll their children in coverage regardless of the employee's enrollment in a major medical plan. Focus Health uses the nationwide PHCS network for physicians with access to Arizona hospitals.

	PLAN 1	PLAN 2
BENEFITS	In Network Only	In Network Only
Provider Network	PHCS	PHCS
Deductible (Does not include Co-pays)	None	None
Out of Pocket Maximums	None	\$5,000 Individual/\$10,000 Family
	\$161 PER CHILD/ PER MONTH	\$213 PER CHILD/ PER MONTH
PROFESSIONAL SERVICES		
Office Visits - Primary Care (exam or consultation)	\$25 Copay, limited to 5 visits	\$15 Copay, limited to 10 visits
Office Visits - Specialist (exam or consultation)	\$50 Copay, limited to 5 visits	\$25 Copay, limited to 10 visits
Preventive Care	Plan pays 100%	Plan pays 100%
Diagnostic Services - Basic labs/x-rays (related to office visit, LabCorp, etc.)	\$50 Copay, plan pays 100%, limited to 3 visits	\$50 Copay, plan pays 100%, limited to 3 visits
Diagnostic Services - Major (MRI, CT, PET, Nuclear Medicine, etc.) *One Call Network	\$350 Copay, Limited to 1 Visit Per Year	\$350 Copay, Limited to 2 Visits Per Year
Diagnostic Services - Minor (ultrasounds, bone density, ecography, etc)	\$50 Copay, plan pays 100%, limited to 2 visits	\$50 Copay, plan pays 100%, limited to 2 visits
HOSPITAL SERVICES		
Inpatient Hospital Deductible	None	None
Inpatient Hospital	\$350 Copay per day, limited to 2 days per year	\$350 Copay per day, limited to 6 days per year
Inpatient Physician	Included in Hospital daily copay. Limited to 2 days	Included in Hospital daily copay. Limited to 6 days
Surgery	Included in Hospital daily copay. Limited to 1 day	Included in Hospital daily copay. Limited to 3 day
Outpatient Hospital Services	\$350 Copay, Plan pays 100%. Limited to 1 visit	\$350 Copay, Plan pays 100%. Limited to 2 visits
EMERGENCY SERVICES		
Emergency Room Facilities	\$350 Copay, Plan pays 100%. Limited to 1 visit	\$350 Copay, Plan pays 100%. Limited to 1 visit
Emergency Room - All covered services other than facility charges	Plan pays 100%	Plan pays 100%
Urgent Care Center & 24 Hour Clinic	\$50 Copay, Plan pays 100%, limited to 2 visit.	\$35 Copay, Plan pays 100%, limited to 3 visit.
RX BENEFITS		
	Generic Only Less than \$9.99, member pays 100%; more than \$9.99, 45% coinsurance. Limit of \$150 per RX. \$800 annual maximum.	20% Coinsurance. Limit \$150 per RX.
OTHER SERVICES		
Telemedicine	Included	Included

*The Focus Health for Kids Dependent Only Limited Medical Plan is not considered credible coverage and is not portable or COBRA eligible.

6.C. Discussion and Possible Approval of Employee Benefits for FY 2021-22

6.D. Renewal of Food Service Management Contract for FY 2021-22 With Southwest Foodservice Excellence LLC

7. DISCUSSION ITEMS

The Governing Board will not vote on Discussion Items and any action taken as a result of this discussion will be limited to directing staff to study the matter or scheduling the matter for a future agenda.

8. INFORMATION ITEMS

8.A. Requests for Future Agenda Items

This agenda item is for the Governing Board to have a running record of potential items to be placed on future agendas. There will be no discussion on the substance, merits, or issues relating to the proposed agenda item.

8.B. Upcoming Meetings and Events Calendar

- Next Regular Board Meeting - May 11, 2021

9. ADJOURNMENT

Call to adjourn the meeting