



Regular Board Meeting Agenda

Tuesday, December 14, 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**

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

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**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, November 9, 2021**

Members present

Rhonda Roberson (Clerk); Andrew Bushman; Karsten Flake

Administrators present

Bryan Fields (Superintendent); Eric Miller (Principal); Steven Mills (Business Manager); Darrel Mosier (Principal)

Others present

3 community members

1. PUBLIC HEARING

Individuals were invited to comment on the Joseph City Unified School District's plan for using ESSER III (Federal COVID relief) funds allocated to the District. There were no comments from the public. This was the second public hearing held for this purpose.

2. OPENING ITEMS

A. Call to Order

Karsten Flake called the meeting to order at 6:01 p.m.

B. Roll Call

C. Pledge of Allegiance

D. Invocation

E. Adoption of Agenda

Motion to adopt the agenda by Rhonda Roberson, second by Andrew Bushman.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

F. Approve Minutes of the October 12, 2021 Regular Board Meeting

Motion by Rhonda Roberson to approve the minutes of the October 12, 2021 regular board meeting, second by Andrew Bushman

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

G. Approve the Minutes of the November 3, 2021 Study Session

Motion by Rhonda Roberson to approve the minutes of the November 3, 2021 Study Session, second by Karsten Flake.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

H. Report on Northern Arizona Vocational Institute of Technology (NAVIT)

NAVIT Superintendent Matt Weber presented the board with information on the status of vocational programs.

I. Superintendent's Report

3. CALL TO THE PUBLIC

There were no requests to address the board.

4. POSSIBLE EXECUTIVE SESSION

None.

5. CONSENT AGENDA

Motion by Karsten Flake to approve the Consent Agenda as presented, second by Andrew Bushman.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

A. Approve Expense Vouchers

Action to ratify district vouchers for period 10/6/2021 through 11/2/2021.

General and Special Funds: #10 \$150,633.75; #11 \$150,170.10; #1016 \$2,391.35; #1020 \$50,667.88; #1021 \$24,057.78; #1022 \$2,018.00; #1023 \$274,734.98

Auxiliary Operations Funds: #1024 \$282.75; #1025 \$1,863.67; #1026 \$850.00; 1029 \$5,622.19; #1030 \$1,168.48

Student Activities Fund: #1027 \$2,309.53; #1031 \$2,002.19

B. Student Activities Fund Report

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

6. PERSONNEL REQUESTS

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

Motion by Karsten Flake to approve Employee Assignments, Employee Renewals, Volunteers, Employee Resignations as presented. Second by Andrew Bushman.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

RENEWAL:

Claire Young – Tutor

RESIGNATIONS:

Alyssa Buckley - Instructional Aide

Talaina Kor - Substitute Teacher

B. Personnel Appointments

Motion by Karsten Flake to approve Personnel Appointments as presented, second by Rhonda Roberson.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

Jeri Edwards - Event Worker

Daniel Hutchens - Head Coach (Jr High Boys Basketball)

Arami Miller - Concession Worker

Arami Miller - Event Worker

Shane Smith - Concession Worker

Mary Spurlock - Tutor

Sharon Spurlock - Tutor

7. ACTION ITEMS

A. Approve Performance Pay Plan for Speech Therapist

Motion by Karsten Flake to approve the Performance Pay Plan for the Speech Therapist, second by Andrew Bushman.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

B. Discussion and Possible Action to Submit a Vote for the Arizona School Boards Association Additional Bylaw Regarding Executive Board Representation

Motion by Karsten Flake to open for discussion. Second by Andrew Bushman.

Discussion: The Board discussed giving direction on voting on one bylaw change proposal from the Arizona School Boards Association.

Motion by Andrew Bushman to send a "No" vote to ASBA, second by Rhonda Roberson

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

C. Approve Changes to Policies GCH, IMB, JLCB and Regulations GBGB-R, JLCB-R (Second Reading)

Motion by Karsten Flake to open for discussion, second by Andrew Bushman.

Discussion: The Board will revisit this at the next meeting in December.

Final resolution: No action was taken.

D. Accept the Joseph City Schools 2019-20 Audited Financial Statements and Internal Control Report

Motion by Karsten Flake to accept the 2019-20 audited financial statements and internal control report as presented.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

8. DISCUSSION ITEMS

None.

9. INFORMATION ITEMS

A. Requests for Future Agenda Items

None.

B. Upcoming Meetings and Events Calendar

- Next Regular Board Meeting - December 14, 2021; 6:00 p.m.

10. ADJOURNMENT

Motion to adjourn the meeting by Karsten Flake, second by Rhonda Roberson.

Final resolution: Motion carries

Yes: Rhonda Roberson, Andrew Bushman, Karsten Flake

Meeting adjourned at 7:43 p.m.

APPROVED:

Board Clerk or President

Current Events and Updates

Governing Board Meeting Date: December 14, 2021

B. Fields, Superintendent

- Progress continues on our roofing projects. I've included a couple of reports which I've included in your agenda packets has more details on the current status of the projects.
- This is the time of the year where we update and check our fire panel and fire safety systems. Maintenance is on top of checking and documenting the extinguishers but we are due to replace most of them. We are on the radar of the Fire Marshal for some items that need to be completed by January so we are working on getting these items completed. One item that has been difficult for us to get tested for a couple of reasons is the fire curtain in the Auditorium. However, we plan on getting it done if at all possible.
- Due to some concerns, the woodshop has some new standards and expectations that we are following up on with the teacher. A couple of these things include keeping it cleaner and keeping the saw dust removal system operating when the shop is being worked in. We are also having the fire suppression system tested and updated in the room where they varnish and paint.
- We have an order in for a patch (approx. 24 X 70) of artificial turf that we are going to try at the Elementary campus. The maintenance department will attempt the install of it.
- We are in the process of purchasing a new District vehicle. A 2022 Honda Accord. We are also looking at purchasing a slightly used Honda Odyssey if it comes through. The Odyssey is a mini-van that can potentially carry 8 passengers. There is also an agenda item this month for the Board's approval to purchase two buses as discussed at the work session last month.
- I am attaching the summary of the Community Coal Transition meeting that were held in the Board room over the past couple of months. This is just for your review and information. No Board action is being requested.
- A project that we are currently working on is a Musical Instrument Assistance program. This may include the school purchasing or renting some musical instruments for students who are currently participating in, or want to be in band.
- Another project that we are excited to get going is our Oculus VR Program. We would like to purchase up to 12 oculus goggles for teachers to check out and to use with students. It may be something done on an enrichment day, after school, or possibly in class. It could also be a reward for students who have made significant improvement on a goal. If this project goes well, we will consider purchasing more. Some activities that these goggles could be used for include: virtual field trips, learning to play the piano, and virtual science experiments. There could be significant educational potential with these given proper guidance and parameters are set and followed through on. Jason is preparing the order this month. I credit the idea for the District taking on this project from Jason, Michael Strong, and Steve Mills.
- The maintenance staff has installed some new drinking fountains to replace older and/or inoperable ones at the HS campus. We appreciate their expediency in getting this completed.

- I have some updated estimates for your information on the Pool and HS Track.
HS Track - \$500,000. We are going to get some additional bids on this. This estimate comes from the company that did our track work in 2008
Swimming Pool Cover - \$6,500
- We are having the gym floors and racquetball court floors refinished this month.
- The ceiling work that we are having completed as part of an insurance claim is being done by RestorePro out of Snowflake. They are working around our schedule and may not be totally completed with this until the summer. The ceilings that they are working on include: The JH Science room, JH/HS FACS room, HS Science room, part of the Gymnasium, and part of the Auditorium.
- We are pricing out and seeing what it would take for us to install LED lighting on the FB Field as an in-house project.
- During the roof project at the high school some acoustic ceiling tiles have fallen. The contractor has agreed to make the repairs once the roofing is completed. Our maintenance staff has secured any loose tiles that were at risk of falling.
- We have an engineering firm scheduled to come to campus on January 12th to assess the feasibility of updating and changing our HVAC systems to smaller units at both of the campuses.

The Future of Joseph City



Photo by Joseph Novak

Prepared for the community of Joseph City
by the Just Energy Transition Center
Arizona State University
November 19, 2021

Overview

This document summarizes the results of community workshops held in Joseph City, Arizona on October 21st and November 4th, 2021. The workshops were intended to facilitate discussion among community members in Joseph City about the future of their community with the closure of the Cholla Power Plant. Discussions took place over two, 3-hour sessions. The topics and guiding questions for the two sessions were:

Session 1: Envisioning the Future of Joseph City (October 21, 2021)

- What about Joseph City do community members most want to preserve once the generating station closes?
- What do community members in Joseph City most want to build for their future after the plant closure?

Session 2: Strategizing Assets for a Successful Transition (November 4, 2021)

- What assets does Joseph City currently have to create a thriving future for the community?
- What assets need to be developed or secured to ensure the future of Joseph City?

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Other Important Takeaways

We have one shot, we don't want to fail.

We want to collaborate to make sure we don't fail.

If this can't be done in love and peace and harmony, it won't be done.

Preserving What is Great about Joseph City

This section outlines what the Joseph City community have identified as key values and features of their community that should be preserved when the Cholla Power Plant closes. It also includes information about how these features are threatened by the plant closure. As the community pursues opportunities to replace the revenue and jobs lost by the plant, these values and features should guide the conversation and help to prioritize opportunities.

Values and Futures of Joseph City

The Magic of Joseph City

Sense of Community

Education and Training

Employment and Jobs

Family: Our Greatest Asset

The Main Street

The Magic of Joseph City

The Magic of Joseph City is the different people who rely on one another, and not on outside help, to take care of the community and the people in it. It is this welcoming nature, service orientation, and willingness to help others that makes Joseph City the beloved place that it is. This self-reliance has allowed the community to thrive, kept families in the community for generations, and attracted businesses. By maintaining independence, Joseph City has been able to make its own decisions based on what is best for the community and that must stay the same in the future.

The Magic is kept alive by the people and if we lose jobs we could lose the people. This could have a snowball effect, with less tax revenue our services and facilities (like the school) could be diminished which would make it less desirable for people to stay in Joseph City.

The Magic of Joseph City and our spirit of self-reliance is our identity. It is in our veins, it is in our muddy water, in our ancestors and our heritage. The water is why we are here, we worked hard to find it, and we did it on our own. This allowed Joseph City to thrive while other communities became ghost towns. There is a reason we call irrigation water 'Joseph City gold'.

Our self-reliance is important to everyone in Joseph City, but it is especially important to those in need. And everyone will be in need at some point in their life. This spirit of self-reliance and helping others is demonstrated to youth and they grow up to emulate this. People have grown up in Joseph City and left to travel the country and the world and help people because of the values they learned here.

Features

- Lots of different people
- "The Magic" of Joseph City
- The acceptance: schools, community members, no discrimination
- The people: willingness to help, sense of community
- Self-reliance: take care of each other, fundraise, we look to each other
- Service orientation: willing to help, you are safe

Sense of Community

This is a safe community. As a small town, everyone knows one another and children ride their bikes down the street. The community hosts big celebrations that everyone attends. These events are privately funded by community members because the people here want them. People care deeply about the community and they take initiative and take care of Joseph City, not because they are required to but because they want to. We are proud of our community.

With the plant closure there will be a loss of revenue to keep activities going. We may be at risk for a local recession. If we lose our people, we lose our identity. We could also lose the feeling that this community is safe.

This is our identity and our heritage. We have strong community and family values. We are conservative in the sense that we prioritize family and community, but we are very accepting and caring of others. We also have a strong education center and are committed to passing on our heritage and traditions and community pride to our children. These things keep people here. They also draw like-minded people to the community. They make life here desirable and make it safe and wholesome to raise a family in Joseph City.

Features

- Safe community: good fire department, wholesome things to do, safe to walk down the street
- Sense of community: celebrations, the park, family dances
- That small town life

Education and Training

The schools are an extension of the community. The auditorium hosts events, and provides entertainment, and is a very high-quality facility. There is a lot of pride around the school. The community is more likely to support investing in the school than building something new.

With the plant closure the school could lose funding. There could be job displacement and if families can't afford to stay in Joseph City there will be a loss of enrollment at the school. Property taxes will need to be raised to keep the school the quality it is.

The school is great for students and it provides a great education, but everyone in the community uses it and values it. Even in the summer school is used for recreation, sports and community events. The school district is the rec center for the town. There are a variety of opportunities for youth and healthy activities for the community. There are mental and emotional support services offered. The high school also offers dual enrollment so students can earn college credit in Joseph City. The quality education is a draw for people and companies to the town.

Features

- School: culture, athletics, center of activities in the community
- School: Small classes, good programs, a draw for surrounding communities

Employment and Business

Small businesses, tourism, agriculture – these also make-up the economy of Joseph City. In addition to the plant, these businesses are how the community supports themselves and many of these businesses and farms have been in families for generations. As a community in the high desert, water is essential to the thriving of people and industry. To preserve and further develop a local economy, water used by the plant should be reverted to the community. To preserve the local economy is to preserve the benefits of having a small-town community. Before the plant, the community was very agriculturally focused. The town was smaller. But there was more tourism, a regional market, and regional dairy co-op. There are things that could be built back up again.

With the plant closure, there could be loss of revenue to local businesses. This could cause them to close. The loss of tax revenue could lead to deterioration of the schools. “We have everything to lose.” As the plant nears closure, care must be taken to return water and infrastructure assets to the community for the community’s benefit. Opportunities with I-40, BNSF and the Cholla Power Plant facilities should be leveraged to mitigate the risks associated with the plant closure to the local economy.

Joseph City residents are independent and self-reliant. The economy that supports the community enables that independence. As opportunities are sought with the closure of the plant, care must be taken to preserve the Joseph City identity, by securing water rights and returning them to the community, and courting the right types of businesses that fit with the traditions and values of the people here.

Features

- A variety of jobs that can support a family
- Cows, agriculture
- Tourism
- Small businesses
- Not big, corporate jobs – family-owned businesses
- Recreation (water)

Family: Our Greatest Asset

Family is the core of the Joseph City identity. Everything branches off the family identity. We need to find a balance between history and future. There must be a vision for our future that captures our values.

If the plant closes, families will have to move to survive. There will be less people in the community. Family dynamics will be different. After youth leave, they may not be able to come back if there are no jobs. We don't want to be a ghost town when the plant closes. To keep money in Joseph City it is possible we may need to incorporate to allow funding to come directly to the community.

This is important to preserve so kids and youth want to come back. Maintaining our history and values, these are the things they want to come back to.

Features

- Families
- Kids, up and down main street on bikes
- Family-centric, welcoming for families
- A future for our children and grand children

Preserve history and create sustainable future economically for our kids and grandkids (future generations).

The Main Street

The main street is our heritage: Route 66 and the Joseph City Founders. The main street will enable future growth, there can be more businesses and the town could better take advantage of being on Route 66. For example, the RV park could be turned into a vintage campground. We are between the Grand Canyon and Petrified Forest, tourism could grow with a vibrant Main Street.

If we don't do something to preserve our main street and the businesses, we will lose it. There will be a loss of pride in the community. The Main Street is important to tourists and small businesses. It is also important to the people who live here who work at businesses and use services on Main Street. We must improve sidewalks, pavement, and lighting to maintain Main Street. More growth would require a further expansion of infrastructure (eg. water and power).

Main Street is your first impression of Joseph City, it gives people a glimpse of the community at a glance. We have a strong sense of ownership and pride. There is beauty and cleanliness and no one person is responsible for caring for Main Street, we all do it because we are proud and we care.

Features

- A main street

Building a Better Future for Joseph City

The following section outlines key features that the Joseph City would like to develop in the future. As opportunities arise with the closure of the Cholla Power Plant, these features will help the community transition to the future that it wants. In some cases, these features are necessary to preserve the values and attributes that make Joseph City the place that it is. In other cases, these features help Joseph City create a new future for itself, on its own terms.

Features of a Better Future

Job Opportunities

Expanded Infrastructure

Better Internet

Arts and Culture and Recreation

Other Opportunities

Job Opportunities

With the closure of the Cholla Power Plant, Joseph City wants to ensure the economic viability of the town by cultivating new jobs and businesses and by recruiting a new business to the Cholla facility and/or repurposing the assets at the plant. Not any company should be recruited, however. There is a strong will to retain the community's identity and independence and therefore the culture of any business that might take over the plant is very important. Their values should align with the values of Joseph City, including family orientation and self-reliance.

Features

- Job opportunities: another way to generate power, solar, hydrogen plant
- Dream industry (at Cholla facility): something needed there, good jobs, philosophy of the industry matters, not subsidized by the government
- An industry like Gore
- Better jobs
- Opportunities for you so that they stay
- Business incubator

Expanded Infrastructure

With the closure of the Cholla plant there is the opportunity to repurpose plant assets to develop new economic opportunities for the community. It is a high priority for the community to retain the water that is currently being used in plant operations. The switch yard and transmission lines will remain and there will be available capacity on the lines. The plant site could be the site of a new power generation facility. The train trans-load facility could be repurposed (eg. to offload trash from the East and deliver to Waste Management). Both the I-40 and the Winslow Airport mean that Joseph City is connected, but the community could better use the connections to develop economic opportunities.

Features

- Expanded water and power: need assessment by APS
- Keep water
- Train trans-load facility
- Switch yard and transmission lines
- Airport in Winslow
- Fiber available in next couple years
- Business incubator (could support this thinking)

Better Internet

To create a vibrant, local economy in Joseph City and to bring youth back to the community there must be greater access to high-speed internet. In the future (and now), jobs and education in particular will require quality internet access. This will also be important for recruiting new business to Joseph city.

Features

- Better internet: not enough bandwidth, many households without access
- Capacity to support remote work

Recreation and Arts and Culture

The community has a strong arts program developed by the school and the auditorium is very high quality. In the future, the community could further develop its support for arts and culture, by, for example, providing local artists the opportunity to show their work in Joseph City. The arts here could be a draw for tourism. The closure of the plant will return the lake to Joseph City. This could be developed for recreation as well as for tourism. The Navajo Nation is also investing a lot in tourism and Joseph City could partner with the Nation to support more tourism in the community. Joseph City has a rich history, culture and natural beauty which could attract tourists and support the local economy.

Features

- Arts and culture further developed
- Get lake back for recreation
- Partner with Navajo Nation to develop tourism

Other high priorities for development in the future

- Expansion of the role of education
- Secondary education and job training
- Better healthcare
- Some sort of governance (do we incorporate?)
- Retirement and assisted living
- A vibrant downtown: places to dine, visit, walk
- Affordable housing
- Solar panels at the irrigation well, school, fire department (paid for by plant owner)
- Grow the Saturday market

Community Assets that will help Joseph City Achieve its Vision

This section summarizes assets that will help Joseph City achieve its vision. It includes assets the community already has and assets that the community would like to take possession of or to develop. For each key asset, listed below, there is outlined what is needed to best make use of the asset. While different for each asset, supporting actions can include actions by Joseph City, negotiations with the plant owner, external funding opportunities that may need to be sought, and what working groups have been established to focus on developing each asset..

Community Assets

Water

School and Facilities

Residential Infrastructure

Governance

Recreation and Cholla Lake

Railyard

Power plant Facility

Water

The future of Joseph City and the ability of the community to achieve its vision will rely partly on the future of its groundwater and surface water rights. The goal is to keep water in the community to support community development, beautification, and the expansion of industry. Currently, Joseph City receives an annual allocation of 6700 a/f of irrigation water, 2000 a/f of which is used by APS to operate the Cholla Power Plant. Water is controlled and distributed by the irrigation district, Joseph City Irrigation Company (JCIC). There is uncertainty as to whether the 2000 a/f used by APS returns to the community upon closure of the plant. APS provides the power to pump water for the JCIC.

What is needed?

From power plant owners

- Return water rights to Joseph City
- Provide power to existing wells

With assistance from outside organizations

- Drill more wells to provide greater access to water
- Improve pipes
- Add more irrigation ditches to expand irrigated land for farming and ranching

From ASU

- Assistance mapping rights to groundwater and surface water
- Identifying opportunities to support infrastructure improvements for water in Joseph City
- Assistance investigating APS historical water use practices. There is a question as to whether APS used substantially more water than their right without proper compensation and the value of that water could be in the millions of dollars.

Working Group Information

Lead by

Karsten Flake, Gary Hanson

Next steps

Meet with JCIC to find out where APS, JCIC and community are according to previous agreements on water rights and use.

School and Facilities

Joseph City has beautiful and high-quality school facilities, including the elementary and high schools and the district facilities. In addition to the facilities, the school offer high quality programs. Both the facilities and programs can help support the community during and after the closure of the Cholla Power Plant. The high school has a near 100% graduation rate and is an A-rated school. The schools provide a sense of community and are trusted. If training is required for new industry to locate in Joseph City, the schools can partner with Northland Pioneer College (NPC) to offer training. In addition, NPC can work with the school district to create a business incubator, to help Joseph City develop more small businesses located in the community. There is also the opportunity to create a college or school-led senior care center or other programs that teach important life skills, empathy, and serve the community. NPC could also work with the high school to develop an agriculture program to support greater agriculture and ranching in the Joseph City area. To keep the schools and district as assets, it will be critical to determine how programs and facilities will be funded after the closure of the Cholla Power Plant. Current estimates show the school portion of property taxes for Joseph City residents doubling after the plant closure.

What is needed?

From power plant owners:

- Request as part of a transition package help with the tax loss

From NPC:

- Work with district to develop programs that help the community transition, including:
 - Small business incubator
 - Workforce Development Training
 - Agriculture program

Working Group

Led by:

- Steve Miller
- Charlotte Bake
- Jeff Strong
- Chato Hazelbaker, NPC
- Julie Strong

Next Steps:

Work with NPC to develop business incubator, and determine how NPC can be a workforce development partner.

Residential Infrastructure

There is plenty of room for Joseph City to grow and welcome back many of its young people who have left to find jobs elsewhere. Land is inexpensive and abundant. There are local landowners who are willing to sell their property. Land adjacent to the existing community would be ideal for families and there are local contractors willing to build homes. However, it is currently difficult to impossible to get a loan to build a house in Joseph City because the value of the home will be less than the cost to build it. There is also a need to update the infrastructure, including gas, electric, water, and sewage, to make this land suitable for expanded residential development.

What is Needed

From power plant owners:

- Help extending power lines to properties outside Joseph City

With external funding or investment:

- Infrastructure development: new water and sewer pipes, water hookups, and gas infrastructure to land outside the current Joseph City footprint

From ASU:

- Help identifying resources to assist with financing residential development

Working Group

Currently no working group on Residential Infrastructure

Governance

Currently Joseph City is unincorporated, and this has been viewed favorably in the past. The question of how Joseph City ought to be governed in the future may need to be answered soon, as the Cholla Power Plant closure nears. There are limitations to accessing certain kinds of funding to support community development if the community does not establish some sort of formal governance structure. However, becoming a city or town is not the only option. Some questions to consider:

- What is the consequence of keeping Joseph City governance the same?
- What kinds of opportunities are available to the foundation and what are not?
- What does incorporation entail?
- Could Joseph City establish an economic improvement district?
- What benefits and drawbacks come with different forms of governance?

It will be important in the near term for the community to learn what its options for governance are and evaluate which best serves the values and needs of the community now and in the future.

What is needed

From ASU:

- Make connection with League of Arizona Cities and Towns and possibly organize a meeting in Joseph City to discuss incorporation and development district options.
- Make connection with Local First Arizona as potential resource on governance

Working Group

Led by:

- Larry Bushman
- Stephanie Farr

Next Steps

Make connections with:

- NACOG
- AZ Commerce Authority
- League of AZ Cities and Towns

Discuss options and considerations:

- Incorporation
- Economic Development District
- Joseph City Foundation
- Tax Districts: Water/Sewer, Utilities, Improvement District

Other considerations and contacts:

- Real AZ, ECONA, Endangered Cactus

Recreation and Cholla Lake

There is an opportunity to grow recreation and tourism for Joseph City by taking possession of Cholla Lake and turning it into a community asset. Cholla Lake is adjacent to the Cholla Power Plant and is controlled by APS. As part of a strategy to grow tourism and provide more recreation opportunities for residents and tourists, Cholla Lake could be used in a number of different ways. Walking, biking and horseback riding trails could be developed around the lake. The lake could be used as storage for irrigation water to expand farming and ranching, as well as a riparian habitat for birds and other species. Boats, jet skis and other rentals could provide income for local small businesses focused on recreation and tourism. A focus on developing and caring for the natural environment could encourage ecotourism in the region. And dude ranches that allow guests to farm and ranch could be another source of revenue for the community and its members.

What is needed

From plant owners:

- Upon closure of the plant, control of Cholla Lake needs to be returned to the community
- Cholla Lake needs to be cleaned up; the lake needs to be reclassified for human use

From Joseph City:

- Joseph City, or other entity (JC Foundation, County, New governance for JC), needs to take control of the lake
- Identify water source for the lake and an entity in charge of maintenance of the lake

With outside funding or investment:

- Develop trails around the lake
- Encourage residents to start businesses (maybe with NPC assistance) that use the lake or support tourism in the area

Working Group

Led by:

- Esther Patterson
- Ruth Hansen
- Kelly McLaughlin
- Andy Foree
- Linda Kor

Next Steps:

- Get in touch with AZ Game and Fish
- Look for grants to support development of the lake and clean up
- Vet art funding potential
 - Citizens for the Arts
- Explore leasing ownership

Railyard

Adjacent to the Cholla plant is a Railyard, which could be a tremendous asset for economic development for Joseph City after the plant closes. The railyard offers the opportunity to create a transload facility in which:

- Materials could be offloaded in Joseph City and trucked to destinations in the region.
- New businesses in Joseph City could offload materials and ship goods to market.
- Joseph City could consider offloading trash and bringing it to the landfill.

Importantly, the railyard could make Joseph City a transportation hub for industry with a transload facility and the I-40 right next door. This would create jobs for the community and attract industry and investment to Joseph City.

What is needed

From plant owners:

- APS owns the Rail Switch Yard (not BNSF). Joseph City could negotiate ownership of the Rail Switch Yard as part of a transition package.

From ASU and other partners:

- Determine how to attract industry to the area with the rail switch yard and access to the I-40 as key selling points.
- Make connection to Arizona Commerce Authority

From Joseph City:

- Who will own the rail yard? This will depend on how the community decides to govern itself.

Working Group

Led by:

- Neal Farr
- Kelly McLaughlin

Cholla Power Plant

The Cholla Power Plant could be an asset to the community after its closure. It is well located to be the site of new energy production, including hydrogen or nuclear (small module reactors), because of its direct proximity to transmission lines. The community is interested in finding a new tenant for the plant and potentially partnering with APS in doing so. In addition to the facilities, the Cholla Power Plant also has land, water, rail, and proximity to I-40 which make it a desirable place for an industry to locate (for example, Pacific Steel or Page Steel). The plant could also be repurposed to do something else, such as a slaughterhouse, a medical marijuana facility, or for warehousing. If the entire plant cannot be repurposed, there are many assets within the plant that could help the community pursue new economic opportunities. For example, the plant has a machine repair facility and fabrication facilities that could be used by a local business or as a community co-op. These spaces could also be used, in partnership with NPC, to train workers for in-demand and highly paid trade jobs.

What is needed

From power plant owners:

- Possession of the plant for the community's benefit could be negotiated as part of a transition package.
- A partnership between Joseph City and APS to find a new tenant for the plant.

From Joseph City:

- Joseph City will need to determine how it is governed to determine what entity could take possession of the Cholla Power Plant or parts of the plant in a deal with APS.

From ASU:

- Help to assess the viability of different energy options at the Cholla Power Plant
- Help to assess the viability of other manufacturing options at the Cholla Power Plant

Working Group

Led by:

- Neal Farr (ask about others)

Next Steps:

- Research the viability of different energy generation (hydrogen, SMEs, solar, wind)
- Look at repurposing options for the facility
- Look at carbon sequestration possibilities
- Testing hydro/gas smaller units immediately

Summary of Potential Assistance from ASU

Assistance suggested in community conversations:

- Assistance mapping rights to groundwater and surface water.
- Identifying opportunities to support infrastructure improvements for water in Joseph City.
- Assistance investigating APS historical water use practices. There is a question as to whether APS used substantially more water than their right without proper compensation and the value of that water could be in the millions of dollars.
- Help identifying resources to assist with financing residential development.
- Make connection with League of Arizona Cities and Towns and possibly organize a meeting in Joseph City to discuss incorporation and development district options.
- Make connection with Local First Arizona as potential resource on governance.
- Determine how to attract industry to the area with the rail switch yard and access to the I-40 as key selling points.
- Make connection to Arizona Commerce Authority.
- Help to assess the viability of different energy options at the Cholla Power Plant.
- Help to assess the viability of other manufacturing options at the Cholla Power Plant.

Additional assistance suggested by ASU:

- Assist the community in identifying federal grant opportunities and qualifying proposals, as requested.
- Provide assistance to Joseph City and Navajo County in support of grants and resources for Joseph City.
- Conduct research to scope opportunities for economic development including potential for power generation in and around the Cholla Power Plant, potential for attracting remote workers, repurposing options for Cholla Power Plant and its facilities and water ownership and new agricultural opportunities. Research will require securing funding.
- Support Joseph City in securing an adequate and appropriate transition package from plant owners and Arizona Corporation Commission.
- Build cohort of coal plant closure impacted communities to connect Northern Arizona region to resources and share lessons learned.



**Summary of Financial Operations (Unaudited)
November 30, 2021**

Fund		Budget	YTD Expenses	Encumbrances	Budget Balance
001	Maintenance & Operation	\$4,836,067	\$2,681,991	\$2,560,592	\$ (406,516)
010-013	Classroom Site Funds	\$ 431,004	\$ 40,855	\$ 97,384	\$ 292,765
100-130	Title I	\$ 260,000	\$ 59,551	\$ 73,989	\$ 126,460
140-150	Title II - Profesional Development	\$ 40,000	\$ 4,802	\$ -	\$ 35,198
200-209	Title VII - Indian Education	\$ 15,000	\$ 8,893	\$ 156	\$ 5,951
220-229	IDEA/Special Education Grants	\$ 175,000	\$ 38,185	\$ 44,799	\$ 129,202
230	Johnson-O'Malley (JOM)	\$ 4,500	\$ 999	\$ 357	\$ 3,144
260-270	Career & Technical Ed (CTE) - Federal	\$ 16,000	\$ 4,806	\$ -	\$ 11,194
290-291	Medicare Reimbursement	\$ 25,000	\$ 52	\$ 548	\$ 24,400
326-346	ESSER / CARES / ESG	\$1,746,229	\$ 185,949	\$ 137,366	\$1,422,914
374	E-Rate	\$ 2,000	\$ 1,500	\$ -	\$ 500
390-396	REAP (Federal Rural Assistance)	\$ 45,000	\$ -	\$ 15,680	\$ 29,320
400	Career & Technical Ed (CTE) - State	\$ 10,000	\$ 542	\$ 2,337	\$ 7,121
466	Healthy Drug-Free Community	\$ 170,000	\$ 8,228	\$ 30,030	\$ 131,743
506	School Plant (Sale)	\$ 5,000	\$ -	\$ -	\$ 5,000
510	Food Service	\$ 300,000	\$ 84,411	\$ 120,035	\$ 95,554
515	Civic Center	\$ 10,000	\$ 153	\$ -	\$ 9,847
520	Preschool Tuition	\$ 12,000	\$ 2,865	\$ 3,919	\$ 5,216
525	Auxiliary Operations	\$ 80,000	\$ 49,888	\$ 16,405	\$ 13,707
526	Extracurricular Activities Tax Credit	\$ 20,000	\$ 2,131	\$ 1,430	\$ 16,439
530	Gifts & Donations	\$ 50,000	\$ 566	\$ 57	\$ 49,377
535-539	CTE & Vocational Education Projects	\$ 5,000	\$ 1,847	\$ 352	\$ 2,801
550	Insurance Proceeds	\$ 60,000	\$ -	\$ -	\$ 60,000
565	Litigation Recovery	\$ 35,000	\$ -	\$ -	\$ 35,000
570	Indirect Costs	\$ 35,000	\$ 9,165	\$ 22,696	\$ 3,140
585	Insurance Refunds	\$ 5,000	\$ 1,000	\$ -	\$ 4,000
596	NAVIT	\$ 45,000	\$ 10,205	\$ 17,739	\$ 17,056
610	Capital Outlay	\$ 404,120	\$ 260,041	\$ 58,397	\$ 85,682
620	Adjacent Ways	\$ 75,000	\$ 3,097	\$ 3,612	\$ 68,291
665	Energy and Water Savings	\$ 49,000	\$ -	\$ -	\$ 49,000
686	SFB Emergency Deficiency Correction	\$ 140,000	\$ -	\$ -	\$ 140,000
691	SFB Building Renewal Grant	\$1,600,000	\$ 257,937	\$1,257,717	\$ 84,346
850	Student Activities	\$ 60,000	\$ 12,506	\$ 4,745	\$ 42,749

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. POSSIBLE 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

Vote on 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.

A. Approve Expense Vouchers

Action to ratify district vouchers for the period 11/3/2021 through 12/8/2021

General and Special Funds: #12 \$151,479.01; #13 \$143,304.65; #14 \$140,004.36; #1024 \$1,984.98; #1025 \$33,194.77; #1026 \$68,955; #1027 \$1,711.39; #1028 \$60,406.05; #1029 \$1,193.85; #1030 \$8,810.95

Auxiliary Operations Funds: #1034 \$1,685.92; #1037 \$3,772.96

Student Activities Fund: #1035 \$ 528.60; #1036 \$2,019.16; #1039 \$1,794.88

B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of 11/1/2021 through 11/30/2021.

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Joseph City USD External Funds

Student Activities Summary Report

Fiscal Year: 2021-2022

From: 11/1/2021 To: 11/30/2021

Print Detail

Page Break by Activity

Exclude Encumbrances

Reverse Signs

Subtotal By Journal

	Range Beg. Balance	Range Revenue	Range Expenditures	Balance	Encumbrances	Available Balance
000.000 Undesignated DO NOT USE	.00	.00	.00	.00	.00	.00
102.610 Joseph City Jr High School Student Council	1,058.12	231.00	(180.00)	1,109.12	.00	1,109.12
102.612 Joseph City Jr High School Softball	(11.39)	.00	.00	(11.39)	.00	(11.39)
102.619 Joseph City Jr High School Volleyball	198.27	.00	.00	198.27	.00	198.27
102.629 Joseph City Jr High School Track	260.11	.00	.00	260.11	.00	260.11
102.637 Joseph City Jr High School Class of 2024	242.76	146.00	.00	388.76	.00	388.76
102.638 Joseph City Jr High School Class of 2025	231.32	95.00	.00	326.32	.00	326.32
102.639 Joseph City Jr High School Class of 2026	103.93	85.00	.00	188.93	.00	188.93
102.640 Joseph City Jr High School Class of 2027	1,093.99	67.00	.00	1,160.99	.00	1,160.99
102.641 Joseph City Jr High School Class of 2028	.00	132.00	.00	132.00	.00	132.00
102.642 Joseph City Jr High School Class of 2029	.00	.00	.00	.00	.00	.00
203.601 Joseph City High School Band	351.95	.00	.00	351.95	.00	351.95
203.602 Joseph City High School Baseball	326.74	.00	.00	326.74	.00	326.74
203.605 Joseph City High School Chess Club	.00	.00	.00	.00	.00	.00
203.606 Joseph City High School Card and Game Club	146.14	.00	.00	146.14	.00	146.14
203.607 Joseph City High School Drama	775.17	1,499.00	.00	2,274.17	.00	2,274.17
203.608 Joseph City High School Future Business Leaders of America	12.59	.00	.00	12.59	.00	12.59
203.609 Joseph City High School Girls Basketball	714.79	2,400.00	.00	3,114.79	(633.60)	2,481.19
203.610 Joseph City High School Student Council	5,015.70	94.25	(188.19)	4,921.76	188.19	5,109.95
203.611 Joseph City High School National Honor Society	695.96	.00	.00	695.96	(149.06)	546.90
203.612 Joseph City High School Softball	1,234.31	.00	.00	1,234.31	.00	1,234.31
203.613 Joseph City High School Momentum Club/Audition Choir	409.15	.00	.00	409.15	.00	409.15

Joseph City USD External Funds

Student Activities Summary Report

Fiscal Year: 2021-2022

From: 11/1/2021 To: 11/30/2021

Print Detail

Page Break by Activity

Exclude Encumbrances

Reverse Signs

Subtotal By Journal

	Range Beg. Balance	Range Revenue	Range Expenditures	Balance	Encumbrances	Available Balance
203.614 Joseph City High School Wrestling	1,693.99	.00	.00	1,693.99	.00	1,693.99
203.615 Joseph City High School Cheerleaders	3,245.24	.00	.00	3,245.24	(153.73)	3,091.51
203.616 Joseph City High School Welding	106.33	.00	.00	106.33	.00	106.33
203.617 Joseph City High School Woods	104.72	.00	.00	104.72	.00	104.72
203.618 Joseph City High School Boys Basketball	1,737.39	1,715.00	(500.00)	2,952.39	(2,271.57)	680.82
203.619 Joseph City High School Volleyball	11,159.65	.00	(2,819.92)	8,339.73	1,584.00	9,923.73
203.620 Joseph City High School FACS	35.74	.00	.00	35.74	.00	35.74
203.624 Joseph City High School Basketball Cheerleaders	.00	.00	.00	.00	.00	.00
203.625 Joseph City High School FFA	(292.52)	.00	.00	(292.52)	.00	(292.52)
203.626 Joseph City High School Happy Club	880.07	.00	.00	880.07	.00	880.07
203.627 Joseph City High School Robotics	359.85	.00	.00	359.85	.00	359.85
203.628 Joseph City High School Cross Country	948.26	120.00	.00	1,068.26	(798.34)	269.92
203.629 Joseph City High School Track	191.04	.00	.00	191.04	.00	191.04
203.630 Joseph City High School Football	1,400.26	.00	.00	1,400.26	.00	1,400.26
203.631 Joseph City High School Technology Club	109.95	.00	.00	109.95	.00	109.95
203.632 Joseph City High School Class of 2019	.00	.00	.00	.00	.00	.00
203.633 Joseph City High School Class of 2020	.00	.00	.00	.00	.00	.00
203.634 Joseph City High School Class of 2021	.00	.00	.00	.00	.00	.00
203.635 Joseph City High School Class of 2022	2,156.62	401.00	.00	2,557.62	.00	2,557.62
203.636 Joseph City High School Class of 2023	3,665.72	445.00	.00	4,110.72	.00	4,110.72
203.637 Joseph City High School Class of 2024	.00	.00	.00	.00	.00	.00
203.638 Joseph City High School Class of 2025	.00	.00	.00	.00	.00	.00
500.300 Districtwide UNDESIGNATED	(124.74)	.00	.00	(124.74)	.00	(124.74)

Joseph City USD External Funds

Student Activities Summary Report

Fiscal Year: 2021-2022

From: 11/1/2021 To: 11/30/2021

Print Detail

Page Break by Activity

Exclude Encumbrances

Reverse Signs

Subtotal By Journal

	Range Beg. Balance	Range Revenue	Range Expenditures	Balance	Encumbrances	Available Balance
500.600 Districtwide UNDESIGNATED	(67.92)	.35	.00	(67.57)	.00	(67.57)
GRAND TOTALS	40,169.26	7,430.60	(3,688.11)	43,911.75	(2,234.11)	41,677.64

End of Report

C. Resolution Authorizing the Superintendent and Business Manager to Obtain Credit Cards On Behalf of the District

D. Approval of High School Girls Basketball Fundraiser

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Request for Fundraiser

POLICY MANUAL EXHIBIT JJE-EA: STUDENT FUNDRAISING ACTIVITIES



To request a fundraiser student clubs, organizations and groups must first

1. Fill out this form
2. Sign the form
3. Attach minutes from the meeting in which the fundraising activity was approved. Minutes must include the signature of the class/organization sponsor and class/organization student leader.
4. Submit request for fundraiser to your school principal.

Class/Organization: HS Girls Basketball

Begin Date of Fundraiser: 12/8/21	End Date of Fundraiser: 1/7/2021
Type of Fundraiser: <input checked="" type="checkbox"/> In School <input type="checkbox"/> Off Campus door to door <input checked="" type="checkbox"/> Local Businesses <input type="checkbox"/> Family Members Only	
Reason/justification of need: <i>Funds for hotels and team apparel/equipment</i>	
How will the funds be raised? (include a description of what will be sold and the approximate price.) Get sponsorships for Free-Throw-A-Thon	

Cost and Profit	
	Total anticipated sales/funds collected: <u> \$ 1,500.00 </u>
	Minus cost of fundraiser
<i>It is recommended that classes / organizations look for fundraisers that provide at least a fifty percent (50%) profit back to the class/organization.</i>	Advertising: _____ Supplies: _____ Cost of items to be sold: _____
	Total anticipated profit \$ 1,500.00
Describe in detail how the funds will be used. Board Policy JJE states that "the aim of the activity shall benefit the youth in educational, civic, social and ethical development." The funds will be used for hotels and team apparel.	

Fundraising in Action	
When will the fundraising activity occur?	<input type="checkbox"/> Before school <input checked="" type="checkbox"/> After school <input type="checkbox"/> During lunch <input type="checkbox"/> Weekends <input type="checkbox"/> Other
Board Policy JJE states, "The activity shall not be detrimental to the regularly planned instruction."	
Will the product be shipped/delivered to the District? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, what are the arrangements and costs related to picking up the product?	

Fundraising: Past and Future

List all other fundraisers your class/organization has had this school year:
Advertisement sales for shirts to be thrown out at games.

Will you need to have additional fundraisers in order to address your needs for this year? Yes No

I understand that, in accordance with Board Policy JJE, no arrangements for fundraising products can be made without a purchase order in place to pay for the product. I further understand that I am not to phone directly to the company.

Sponsor  11/29/21
Signature Date

Student Leader Arami Miller 11/29/21
Signature Date

Approvals

Principal  11/30/21
Signature Date

Governing Board Chair _____
Signature Date



10/27/21 - HS Girls Basketball Meeting Minutes

The HS Girls Basketball Team discussed and approved the following items:

1. Fundraiser #1: sell advertisements to go on t-shirts to be thrown out at games.
2. Fundraiser #2: a free-throw-a-thon. Players will get sponsorships for shooting free throws.
3. Use of team funds to pay for hotel rooms for the Boyd Baker Tournament.
4. Use of team funds to purchase team apparel.

Andrea Petersen
Savannah Perrod
Gabrielle Jesner
Emma Jo Green

Brentlee Huicker

Arami Miller

Madyson Powers

Kate Edwards

Jesslyn Moss

Elena Götze

Ann Spurlock

Josie Hutchins

~~Adrian~~

Adrian crew

April ~~At~~ Neill

Am. Neill

Abi Smith

Khadence Armstrong

Penelope Neat

E. Approval of Senior Class Fundraiser

F. Accept Grant Award from APS and the Phoenix Suns

Awarded to Peter Bushman's 3rd grade class garden project in the amount of \$1,500

G. Approval of Arizona School Facilities Board Asbestos Testing Grant

Funds to test HS Campus Ceiling tiles for asbestos

5. PERSONNEL REQUESTS (*)

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

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:

Jacob Fields - Basketball

Matthew Fields - Basketball

Robert Neill - Basketball and Softball

Employee Assignment:

Shealynn Buckley - Wrestling Tournament Hospitality Coordinator

Deo Diaz - JH Head Basketball Coach

Daniel Hutchens - JH Head Girls Basketball Coach

B. Personnel Appointments

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

Amy Banford - Special Education Instructional Aide

Drew Colligon - Substitute Custodian

Katherine "Katie" Frost - Substitute teacher

Natalie Hancock - Project Coordinator (Youth, Faith, and Family Grant)

Neleigha Hutchens - Asst. Coach JH Boys Basketball

Zoe McLaws - Concession worker

Lisa Gayer - Event Worker

Sharon Spurlock - Event Worker

Anthony Whetten - Project Coordinator (Youth, Faith, and Family Grant)

Jason Whetten - Project Coordinator (Youth, Faith, and Family Grant)

C. Personnel Appointments

Amelia "Mia" Rascon - Event Worker

6. ACTION ITEMS

A. Discussion and Possible Approval of School Calendar for 2022-23

Proposed Calendars for the 2022-2023 School Year.

43

JOSEPH CITY SCHOOLS | 2022-2023 CALENDAR DRAFT-147 Day

JULY 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 4 Independence Day
- 26 New Teacher Day
- 27 New Teacher Day
- 28 1st Day for Teachers

- 1 New Year's Day
- 2 Students Return
- 16 Civil Rights Day
- 20 Enrichment Day

JANUARY 2022						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 1 Staff Day
- 2 1st Day for Students
- 5 Staff Day
- 19 Enrichment Day

- 10 Enrichment Day
- 20 Presidents' Day

FEBRUARY 2022						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

SEPTEMBER 2021						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 5 Labor Day
- 9 Enrichment Day
- 30 Enrichment Day

- 3 Enrichment Day
- 9 End of Quarter (38 Days)
- 13-16 Spring Break
- 23 Early Release Parent/Teacher Conferences
- 31 Enrichment Day

MARCH 2022						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OCTOBER 2021						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 6 End of Quarter (38 Days)
- 10 Columbus Day
- 13 Early Release Parent/Teacher Conferences
- 21 Enrichment Day

- 21 Enrichment Day

APRIL 2022						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

NOVEMBER 2021						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 11 Veterans Day
- 18 Enrichment Day
- 21-24 Thanksgiving Holiday (24-25 Holiday for All)

- 12 Enrichment Day
- 16 Kindergarten Promotion
- 17 8th Grade Promotion
- 18 Early Release Day
- 18 HS Commencement
- 18 End of Quarter (36 Days)
- 29 Memorial Day

MAY 2022						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

DECEMBER 2021						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 9 Enrichment Day
- 15 End of Quarter (35 Days)
- 19 Begin Christmas Break
- 25 Christmas Day (23&26 Holiday for All)
- 30 Holiday for All (New Year's Observed)

JUNE 2022						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JOSEPH CITY SCHOOLS | 2022-2023 CALENDAR DRAFT-148 Day

JULY 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 4 Independence Day
- 27 New Teacher Day
- 28 New Teacher Day

- 1 New Year's Day
- 2 Students Return
- 16 Civil Rights Day
- 20 Enrichment Day

JANUARY 2022						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 1 1st Day for Teachers
- 1 Staff Day
- 2 Staff Day
- 3 1st Day for Students
- 12 Staff Day
- 19 Enrichment Day

- 10 Enrichment Day
- 20 Presidents' Day

FEBRUARY 2022						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

SEPTEMBER 2021						
S	M	T	W	Th	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 5 Labor Day
- 9 Enrichment Day
- 30 Enrichment Day

- 3 Enrichment Day
- 9 End of Quarter (38 Days)
- 13-16 Spring Break
- 23 Early Release Parent/Teacher Conferences
- 31 Enrichment Day

MARCH 2022						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OCTOBER 2021						
S	M	T	W	Th	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 6 End of Quarter (37 Days)
- 10 Columbus Day
- 13 Early Release Parent/Teacher Conferences
- 21 Enrichment Day

- 21 Enrichment Day

APRIL 2022						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
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NOVEMBER 2021						
S	M	T	W	Th	F	S
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 11 Veterans Day
- 18 Enrichment Day
- 23-24 Thanksgiving Holiday (24-25 Holiday for All)

- 12 Enrichment Day
- 16 Kindergarten Promotion
- 17 8th Grade Promotion
- 18 Early Release Day
- 18 HS Commencement
- 18 End of Quarter (36 Days)
- 29 Memorial Day

MAY 2022						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
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DECEMBER 2021						
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 9 Enrichment Day
- 15 End of Quarter (37 Days)
- 19 Begin Christmas Break
- 25 Christmas Day (23&26 Holiday for All)
- 30 Holiday for All (New Year's Observed)

JUNE 2022						
S	M	T	W	Th	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	

JOSEPH CITY SCHOOLS | 2022-2023 CALENDAR DRAFT-149 Day

JULY 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 4 Independence Day
- 27 New Teacher Day
- 28 New Teacher Day

- 1 New Year's Day
- 2 Students Return
- 16 Civil Rights Day
- 20 Enrichment Day

JANUARY 2022						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST 2021						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 1 1st Day for Teachers
- 1 Staff Day
- 2 Staff Day
- 3 1st Day for Students
- 12 Staff Day
- 19 Enrichment Day

- 10 Enrichment Day
- 20 Presidents' Day

FEBRUARY 2022						
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19	20	21	22	23	24	25
26	27	28				

SEPTEMBER 2021						
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 5 Labor Day
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- 30 Enrichment Day

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MARCH 2022						
S	M	T	W	Th	F	S
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OCTOBER 2021						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 6 End of Quarter (37 Days)
- 13 Early Release Parent/Teacher Conferences
- 21 Enrichment Day

- 21 Enrichment Day

APRIL 2022						
S	M	T	W	Th	F	S
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23	24	25	26	27	28	29
30						

NOVEMBER 2021						
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20	21	22	23	24	25	26
27	28	29	30			

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- 29 Memorial Day

MAY 2022						
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21	22	23	24	25	26	27
28	29	30	31			

DECEMBER 2021						
S	M	T	W	Th	F	S
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JUNE 2022						
S	M	T	W	Th	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

B. Discussion and Possible Approval of Changes to Policies 6CH, IMB, JLCB, and Regulations GBGB-R, JLCB-R

Modification and / or adoption of JCUSD Governing Board policies which were recommended by the Arizona School Boards Association.

C. Discussion and Possible Approval of Changes to Pay Rates for Substitutes and Bus Drivers **47**

Increase Bus Driver and Substitute Teacher pay rates effective 1/1/2022

Pay Schedule | 2021-22



Substitute - Effective 1/1/22							
Level	Assignment	Certification	Short-Term			Mid-Term	Long-Term
			Hourly Rate	Daily Rate	Minimum Daily Amount	Daily Rate	Daily Rate
A	Teacher	Emergency Sub - Less than 30 college credit hrs	14.00	105.00	52.50	124.00	146.00
B	Teacher	Emergency Sub - 30+ college credit hours	15.00	113.00	56.50	135.00	146.00
C	Teacher	Substitute - Bachelors degree	16.50	124.00	62.00	140.00	151.00
D	Teacher	Substitute - Teacher certification	17.50	131.00	65.50	147.00	156.00
*	Other Support Staff	Substitues for other Support Staff positions will be paid the Entry Base Hourly Rate for that position					

Notes

Short-Term Teacher Substitute rates apply when a single assignment is less than 10 consecutive workdays; no paid leave; no health/life insurance

Mid-Term Teacher Substitute rates apply after the 10th consecutive workday of single assignment that is less than 60 total consecutive work days; no paid leave; no health/life insurance

Long-Term Teacher Substitute rates apply for assignments anticipated to be 60 consecutive workdays or more in length; paid leave granted at the same rate as for staff placed on the Teacher Pay Schedule; District paid health/life insurance available

Revised 12/14/21

Pay Schedule | 2021-22



Management Team Classified Specialist				
Level	Annual Salary		Hourly Rate	Other Terms
	Base			
Transportation Coordinator	41,475		19.94	Salary amount based on 12-month full-time schedule. Salary may be prorated for reduced duty schedules.
Custodial/Asset Control Coordinator	37,544		18.05	
Maintenance Coordinator	46,897			
Technology Coordinator	50,481			
Assistant District Administrator	65,899			
Elementary Principal	59,682			
High School Principal	67,060			
Business Manager	56,481			
Initial Placement				
\$600 - \$3,000 for each year of experience or as negotiated				
Adjustments to Base Salary or Hourly Rate				
Initial Placement	Experience	\$600 - \$3,000 per year	For each year of verified related experience or as negotiated	
	Other Pay	\$ -	Additional amount may be paid for positions designated as "hard to fill"	
Education Credit & Professional Development		\$104 per year (full-time) OR \$0.05 per hour	<ul style="list-style-type: none"> Per credit hour for job-related college coursework Per 16 contact hours for job-related professional development Courses and training not job-related require Superintendent approval 	
College Degree or Professional Certification		\$541 per year (full-time) OR \$0.26 per hour	<ul style="list-style-type: none"> For bachelors, masters, doctorate degrees in job-related fields For professional certification equivalent to college degree in job-related fields (equivalency and amount determined by Superintendent) 	
Notes				
Annual salary amount may be adjusted depending on employee's duty schedule; return-to-work retiree pay reduced by 9.1% or as negotiated				
Placement and advancement are based on Superintendent recommendation and Governing Board approval				

Revised 12/14/21

D. Approve the Purchase of Buses
E. Superintendent's Evaluation (*)
Annual Superintendent Evaluation

50

CBI-E ©

EXHIBIT

EVALUATION OF SUPERINTENDENT

Evaluation Rating Symbols

**O = Outstanding; S = Satisfactory; N = Needs Improvement;
U = Unsatisfactory; X = Not Observed**

Note: Any rating of outstanding, needs improvement, or unsatisfactory requires the evaluator to list specific information in the Comments section that justifies and supports such rating.

A. Education

O S N U X A. Administers the development, coordination, maintenance, and evaluation of the educational program, including the special education program.

O S N U X B. Supervises methods of teaching, supervision, and administration in effect in the schools.

O S N U X C. Keeps informed of modern educational practices and thought by advanced study, by visiting school systems elsewhere, by attending educational conferences, and by other appropriate means.

O S N U X D. Keeps the public informed about modern education practices, educational trends, and the policies, practices, and problems in the District schools.

Comments regarding Section A:

B. Management

O S N U X A. Ensures that all activities of the District are conducted in accordance with the laws of the state of Arizona, the

regulations of the Arizona Board of Education, and the policies of the Governing Board.

O S N U X B. Assumes responsibility for the overall financial planning of the District and for the preparation of the annual budget, and submits it to the Board for review and approval.

O S N U X C. Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted budget, subject to direction and approval by the Board.

O S N U X D. Maintains or has maintained adequate records for the schools, including financial accounts; business and property records; and personnel, school population, and scholastic records.

O S N U X E. Provides suitable instructions and regulations to govern the maintenance of school properties.

O S N U X F. Provides suitable instructions and regulations to govern the transportation of students.

O S N U X G. Assumes responsibility for the use of buildings and grounds.

O S N U X H. Recommends the locations and sizes of new school sites and of additions to existing sites; the locations and sizes of new buildings; the plans for new school buildings; all appropriations for sites and buildings; and improvements, alterations, and changes in the buildings and equipment of the District.

O S N U X I. Oversees the processing and submission of required reports.

O S N U X J. Interprets the budget and finances to the community.

O S N U X

K. Remains current on new legislation and implements laws to the best advantage of the District.

Comments regarding Section B:

C. Governing Board

O S N U X

A. Attends and participates in all meetings of the Board and its committees, except when excused by the Board.

O S N U X

B. Takes prompt action to implement all directives of the Board.

O S N U X

C. Advises the Board on the need for new and/or revised policies.

O S N U X

D. Provides timely advice to the Board on the implication of changes in statutes or regulations affecting education.

O S N U X

E. Informs and advises the Board about programs, practices, and problems of schools, and keeps the Board informed of the activities operating under the Board's authority.

O S N U X

F. Prepares and submits to the Board recommendations relative to all matters requiring Board action, placing before the Board such facts, objective information, and reports as are needed to ensure the making of informed decisions.

O S N U X

G. Develops and implements rules and regulations in keeping with Board policy.

O S N U X

H. Acts as chief public relations agent for the District.

O S N U X

I. Acts on own discretion if action is necessary in any matter not covered by Board policy, reports such action to the Board as soon as practicable, and recommends policy guidance in the future.

Comments regarding Section C:

D. Personnel

O S N U X

A. Recommends to the Board the appointment or dismissal of all employees of the District.

O S N U X

B. Ensures that all employees are evaluated in accordance with the schedule established by the Board.

O S N U X

C. Determines assignments, defines the duties, and coordinates and directs the work of all employees of the District.

O S N U X

D. Recommends all promotions, demotions, and salary changes to the Board.

O S N U X

E. Communicates to all employees all actions of the Board relating to personnel matters, and receives from employees all communications to be made to the Board.

Comments regarding Section D:

Summary:

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

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.

B. Upcoming Meetings and Events Calendar

- Next Regular Board Meeting - January 11, 2022; 6:00 p.m.

9. ADJOURNMENT

Call to adjourn the meeting