



Regular Board Meeting Agenda

Tuesday, March 8, 2022 | 6:00 PM | District Office Board Room, 8176 N. Westover, Joseph City, AZ 86032

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 February 8, 2022 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, February 8, 2022**

Members present

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

Administrators present

Bryan Fields, Superintendent; Darrel Mosier, Principal; Steve Mills, Business Manager

Others present

None

1. OPENING ITEMS

A. Call to Order

Eldon Larsen called the meeting to order at 6:03 p.m.

B. Roll Call

C. Pledge of Allegiance

D. Invocation

E. Adoption of Agenda

Motion by Eldon Larsen to adopt the agenda as presented, second by Karsten Flake.

Final Resolution: Motion carries

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

F. Approve Minutes of the January 11, 2022 Regular Board Meeting

Motion by Eldon Larsen to approve the minutes as presented, second by Karsten Flake.

Final Resolution: Motion carries

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

G. Superintendent's Report

2. CALL TO THE PUBLIC

There were no requests to address the board.

3. POSSIBLE EXECUTIVE SESSION

None.

4. CONSENT AGENDA

Motion by Eldon Larsen to approve the Consent Agenda as presented, 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 the period 1/6/22 through 2/2/22.

General and Special Funds: #18 \$133,989.56; #19 \$144,229.81; #1035 \$1,708.27; #1036 \$43,536.57; #1037 \$353,428.52; #1038 \$58,731.91; #1039 \$1,138.50; #1040 \$39,573.15
Auxiliary Operations Funds: #1043 \$4,100.09; #1045 \$8,879.73; #1047 \$15,000.00; #1049 \$1,150.00
Student Activities Fund: #1044; \$213.49; #1046 \$ 146.00; #1048 \$2,252.05

B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of January 1, 2022 through January 31, 2022.

C. Ratification of Brad Fischer as 2021-2022 Joseph City Wrestling Invitational Tournament Director

D. Approval of Rhonda Roberson to Serve as the Governing Board Clerk for 2022

E. Approval of the Updated Job Description for Instructional Aide III

F. Ratification of the Junior Class Fundraiser

G. Accept Annual Private Donation for Joseph City Pioneer Scholarship

Annual scholarship of \$3,000 for university-bound Joseph City High School Seniors

5. PERSONNEL REQUESTS

Motion by Eldon Larsen to approve employee assignments, employee renewals, volunteers and accept employee resignations as presented, second by Dayton Flake.

Final Resolution: Motion carries

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

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

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

ASSIGNMENTS:

Sheryl-ann Deiparine - Tutor

Claire Young (Reclassification from Instructional Aide II to Instructional Aide III)

RENEWALS:

Gayla Smith - Head Coach (HS Track)

Mitchell Farnes - Head Coach (JH Track)

Aaron Johnstun - Assistant Coach (JH Track)

VOLUNTEERS:

Karen Miller - Elementary

Nelson Miller - JH/HS

Aaron Neill - HS Softball

April Petersen - High School

Aaron Johnstun - Spring Sports

RESIGNATIONS:

Kay Rush - Head Coach (HS Track)

Linda Kor - Project Coordinator (Parents Commission on Substance Prevention- Youth, Faith, and Family Grant)

B. Personnel Appointments

Motion Eldon Larsen to approve the appointment of new personnel and changes to positions of current personnel, second by Dayton Flake.

Latrell Kinlicheenie - Seasonal Skilled Worker I (Maintenance)

Nichole Neat - Project Coordinator (Parents Commission on Substance Prevention- Youth, Faith, and

Family Grant)
Veronica Nelson - Substitute Teacher

6. ACTION ITEMS

A. Approval of an Increase in the Hourly Rate for the Project Coordinator of the Parents' Commission on Substance Prevention- Youth, Faith, and Family Grant

Increase this position from \$20 an hour to \$25 an hour.

Motion by Eldon Larsen to approve an increase in the hourly rate for the Project Coordinators as presented, second by Dayton Flake.

B. Approval of JH/HS Astronomy Club

Motion by Eldon Larsen to approve the organization of the JH/HS astronomy Club as presented, second by Karsten Flake.

Final Resolution: Motion carries

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

C. Approval of the Rental of Facilities by Queen Creek Unified School District and Mountain View High School, for the purpose of having a Summer Football Camp

Motion by Eldon Larsen to approve the rental of facilities for summer football camps as presented.

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 - March 8, 2022; 6:00 p.m.
- The board is invited to APS Cholla Lake Tour – February 9, 2022; 4:00 p.m.

9. ADJOURNMENT

Motion by Eldon Larsen to adjourn the meeting, second by Andrew Bushman.

Final Resolution: Motion carries

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

Meeting adjourned at 6:54 p.m.

APPROVED:

Board Clerk or President

1.G. Superintendent's Report

Governing Board Report

March 2022

Prepared by B. Fields

- The ACC would like to have a community meeting in Joseph City so I am waiting to hear back from them on a date. I expect it to be in March or April. I would like to organize a community meeting before this to see if we can build some consensus on important issues before their meeting. They are having several meetings throughout Northern Arizona in an effort to obtain feedback on the impact of plant closures and the coal transition process.
- We will be working with some organizations in April to plant some trees at the campuses as part of an Arbor day program. There will also be a lesson to accompany the donation on the Enrichment morning of April 29th.
- We've received our annual solar report and I will attach it to my report.
- Just for your reference, and in case you have any questions about the topic, I will be attaching a summary of the process of termination/non-renewal for teachers in the District.
- I will also be attaching a copy of the assessed valuation report for the District that we received from Navajo County.
- We are working in conjunction with the Joseph City Utilities Company to appropriately connect a water meter and water line to the wrestling/weightlifting building. Apparently, it was not connected as it should've been several years ago when it was built.
- The HS had a College and Career Fair on February 16th that went well. We are looking at contracting with "Grow Arizona" which is a local organization that helps students with the transition to college and/or careers after high school. If the Governing Board is interested they would like to do a short presentation at an upcoming meeting. The organization is led by Katherine Smith and Linda Kor. Please let me know if you would like the presentation.
- The High School roofing project is almost complete. The punch list items will be compiled within the next 2 weeks. I am working with the school facilities board to cover the increase of cost in materials for the Elementary roofing project, which is ready to begin. The structural work is completed. I am also working with the SFB to assist the district with a compressor on the AC condenser unit that is not working in the Auditorium.

Tax Credit Donations

January 1, 2021 through December 31, 2021

Total Donations by Activity	Amount	%
Elem Assemblies	\$ 100.00	0.5%
Elem Character Counts	300.00	1.6%
Elem Enrichment	1,080.00	5.9%
Elem Field Trips	290.00	1.6%
HS Assemblies	66.67	0.4%
HS Band	200.00	1.1%
HS Baseball	1,100.00	6.0%
HS Boys Basketball	504.17	2.7%
HS Character Counts	300.00	1.6%
HS Cheerleaders	735.00	4.0%
HS Choir	307.14	1.7%
HS Cross Country	100.00	0.5%
HS Drama	1,503.81	8.2%
HS Fitness Club	4,043.00	22.0%
HS Football	106.67	0.6%
HS Girls Basketball	2,379.65	12.9%
HS National Honor Society	300.00	1.6%
HS Softball	666.66	3.6%
HS Student Council	400.00	2.2%
HS Track	200.00	1.1%
HS Volleyball	823.81	4.5%
HS Wrestling	1,327.14	7.2%
HS Yearbook	1,100.00	6.0%
JH Assemblies	57.14	0.3%
JH Boys Basketball	50.00	0.3%
JH Field Trips	57.14	0.3%
JH Football	50.00	0.3%
JH Girls Basketball	50.00	0.3%
JH Volleyball	165.00	0.9%
JH Wrestling	50.00	0.3%
TOTAL	\$ 18,413.00	100.0%

Other Statistics

Total No. of Donations	118
Average Amount per Donation	\$ 156.00
Top Activities for Donations:	
#1 Fitness Club	\$ 4,043.00 22.0%
#2 HS Girls Basketball	\$ 2,379.65 12.9%
#3 HS Drama	\$ 1,503.81 8.2%



Summary of Financial Operations (Unaudited)
February 28, 2022

Fund		Budget	YTD Expenses	Encumbrances	Budget Balance
001	Maintenance & Operation	\$5,699,365	\$3,984,371	\$1,565,031	\$ 149,963
010-013	Classroom Site Funds	\$ 431,004	\$ 94,997	\$ 47,133	\$ 288,874
100-130	Title I	\$ 260,000	\$ 114,138	\$ 66,089	\$ 79,772
140-150	Title II - Profesional Development	\$ 40,000	\$ 5,171	\$ -	\$ 34,829
200-209	Title VII - Indian Education	\$ 15,000	\$ 8,893	\$ 156	\$ 5,951
220-229	IDEA/Special Education Grants	\$ 175,000	\$ 64,330	\$ 23,488	\$ 150,291
230	Johnson-O'Malley (JOM)	\$ 4,500	\$ 1,221	\$ 198	\$ 3,080
260-270	Career & Technical Ed (CTE) - Federal	\$ 16,000	\$ 4,925	\$ 500	\$ 10,575
290-291	Medicare Reimbursement	\$ 25,000	\$ 178	\$ 422	\$ 24,400
326-346	ESSER / CARES / ESG	\$1,746,229	\$ 288,480	\$ 446,851	\$1,010,898
374	E-Rate	\$ 2,000	\$ 1,500	\$ -	\$ 500
390-396	REAP (Federal Rural Assistance)	\$ 45,000	\$ 6,002	\$ 15,680	\$ 23,318
400	Career & Technical Ed (CTE) - State	\$ 10,000	\$ 2,292	\$ 1,492	\$ 6,216
466	Healthy Drug-Free Community	\$ 170,000	\$ 32,780	\$ 11,578	\$ 125,642
506	School Plant (Sale)	\$ 5,000	\$ -	\$ -	\$ 5,000
510	Food Service	\$ 300,000	\$ 165,761	\$ 54,997	\$ 79,243
515	Civic Center	\$ 10,000	\$ 153	\$ -	\$ 9,847
520	Preschool Tuition	\$ 12,000	\$ 4,906	\$ 2,369	\$ 4,725
525	Auxiliary Operations	\$ 110,000	\$ 84,654	\$ 15,604	\$ 9,742
526	Extracurricular Activities Tax Credit	\$ 20,000	\$ 5,099	\$ 2,502	\$ 12,399
530	Gifts & Donations	\$ 50,000	\$ 2,271	\$ 71	\$ 47,658
535-539	CTE & Vocational Education Projects	\$ 5,000	\$ 4,343	\$ -	\$ 657
550	Insurance Proceeds	\$ 60,000	\$ -	\$ -	\$ 60,000
565	Litigation Recovery	\$ 35,000	\$ -	\$ -	\$ 35,000
570	Indirect Costs	\$ 35,000	\$ 11,962	\$ 20,138	\$ 2,900
585	Insurance Refunds	\$ 5,000	\$ 1,000	\$ -	\$ 4,000
596	NAVIT	\$ 45,000	\$ 19,121	\$ 10,044	\$ 15,835
610	Capital Outlay	\$ 404,120	\$ 348,487	\$ 14,045	\$ 41,588
620	Adjacent Ways	\$ 75,000	\$ 5,068	\$ 1,923	\$ 68,009
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	\$ 749,834	\$ 769,385	\$ 80,781
850	Student Activities	\$ 60,000	\$ 23,146	\$ 3,630	\$ 33,224



Measurement and Verification

**Energy Savings Report
for the Solar PV Project
Year 7**

Prepared for

Joseph City USD
Joseph City, Arizona

February 2022



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2375 E. Camelback Road, Suite 400
Phoenix, AZ 85016
P: 480 499 9200
ameresco.com

February 10, 2022

Steven Mills
Business Manager
Joseph City Unified School District
8176 Westover
Joseph City, AZ 86032

Re: Post Construction Measurement and Verification (M&V) Report for Performance Year 7 for the Solar Photovoltaic Systems at Joseph City Unified School District.

Dear Mr. Mills,

Ameresco is pleased to present you with the annual audit of the energy production guaranteed in our agreement dated April 30, 2014 and as Amended on October 8, 2019. This audit covers the time period of 01/01/2021 through 12/31/2021, which is considered to be Performance Year 7. The savings for Year 7 is listed in the table below:

Savings Year 7:	\$136,809
Guarantee for Year 7:	\$137,822
Cumulative Deviation:	\$ -1,013

The \$1,013 production shortfall in year 7 will be deducted from the Year 7 M&V invoice, reducing it from \$1,520 to \$507.

This audit completes the measurement and verification activities for Year 7 and is accompanied by the annual M&V invoice for these services as amended above.

If you have any questions or concerns that you would like to discuss, I am available to you, your staff or any one at the Joseph City Unified School District at any time. Please feel free to contact me using the information below.

Sincerely,

Steven D. Croxton, CEM
Director - Operations
O: 503 290 1298
C: 503 459 8355
scroxton@ameresco.com

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Prepared For

Joseph City USD

February 2022

Measurement and Verification

Energy Savings Report for the Solar PV Project Year 7

Presented by

Ameresco, Inc.

2375 E. Camelback Road

Suite 400

Phoenix, AZ 85016

T: 480 499 9200

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AMERESCO 

This Report contains data and information that has been submitted in response to a contract and is provided in confidence. The contents include proprietary information and trade secrets that belong to Ameresco, Inc., ("Confidential Information") and is disclosed to the recipient only for purposes of evaluation. In the event Ameresco is awarded a contract or purchase order as a result of or in connection with the submission of this Report, Customer shall have a limited right as set forth in the governing contract or purchase order to disclose the data herein, but only to the extent expressly allowed.

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1.0 Report Summary

1.1 Report Period

This report includes measurement and verification (M&V) data for the Joseph City Unified School District (JCUSD) Solar PV Project in Joseph City, Arizona, during Year 7 of the reporting period. The Measurement and Verification Amendment signed October 8, 2019 reassigned the Measurement and Verification start date to January 1, 2015, making 2021 the seventh guarantee year. Year 7 covers the period from 1/1/2021 through 12/31/2021.

1.2 Contract Year

This report includes the year seven savings for JCUSD as determined by the measurement and verification process.

1.3 Executive Summary

JCUSD contracted with Ameresco to develop a photovoltaic solar system to provide on-site generated power interconnected with the electrical grid. The table below lists the site and meters associated with this project as well as each site’s substantially and final complete dates

Table 1.1. Site Information

Site	Meter Number	Substantially Complete	Final Completion
High School	EE4407	1/15/2015	12/12/2016
Auditorium	EE4377	1/15/2015	12/12/2016
Elementary School	EE4459	1/15/2015	12/12/2016

Table 1.2. Value of Production Year 7

Production Year	A	B	C = A x B	D = B x \$0.07	E = C + D	F	G = E - F
	VOS (Baseline Utility Cost) (\$/kWh)	Actual Annual Solar Delivered (kWh)	Value of Solar Production (\$)	Total APS Incentives (\$)	Total Annual Energy and Savings & APS Incentives (\$)	Total Annual Financing Costs and Operating Costs (\$)	Total Annual Energy and Cost Savings
2021 (Year 7)	\$0.1084	766,706	\$83,140	\$53,669	\$136,809	\$137,822	-\$1,013

1.4 Energy Cost Savings Report

Table 1.3 summarizes the annual energy cost savings, as determined by the value of solar defined in the feasibility study, incentives by Ameresco Southwest, and metering of production during Year 7.

Table 1.3. Year 7 Savings

Site Location	A	B	C	D	E = (C + D) - B	E = A x C	F	G = E + F
	VOS (Baseline Utility Cost), \$/kWh	Irradiance Adjusted Projected Solar Production (kWh)	Actual Annual Solar Delivered (kWh)	Force Majeure Production Adjustment	Difference Between Adjusted Projection and Actual (kWh)	Annual Energy and Operational Cost Savings (\$)	Total APS Incentives (\$)	Total Annual Energy and Savings & APS Incentives (\$)
High School	\$0.1084	309,774	354,288		44,514	\$38,418	\$24,800	\$63,218
Auditorium	\$0.1084	113,862	126,062		12,200	\$13,670	\$8,824	\$22,494
Elementary School	\$0.1084	277,229	286,356		9,127	\$31,052	\$20,045	\$51,097
TOTALS:	-	700,865	766,706	0	65,842	\$83,140	\$53,669	\$136,809

From substantial completion through the end of the sixth performance year the system has generated **4,159,677 kWh valued at \$861,849.**



Figure 1.1. Joseph City Irradiance Comparison Chart

1.5 Measurement and Verification Reports

Table 1.4. Measurement and Verification Report for the High School

	A	B	C	D=(A/B) x C	E	F	G = (E + F) - D	H	I = (E + F) x H	J	K = (E + F) x J	L = I + K
	Report Year Projected Solar Energy (kWh)	Report Year Projected Irradiance (kWh/M ²)	Report Year Actual Irradiance (kWh/M ²)	Report Year Irradiance Adjusted Projected Solar Energy (kWh)	Report Year Solar Energy Delivered (kWh)	Force Majeure Production Adjustment	Report Year Difference Between Irradiance Adjusted Projected and Delivered Solar Energy (kWh)	Report Year Solar Energy Value, (\$/kWh)	Report Year Solar Energy Cost Savings (\$)	Report Year Solar Production Incentive Value (\$/kWh)	Report Year Solar Production Incentive Savings (\$)	Report Year TOTAL Savings (\$)
Jan	25,965	138	118	22,229	21,830		(399)	\$0.1084	\$2,367	\$0.0700	\$1,528	\$3,895
Feb	25,125	136	124	22,842	24,558		1,716	\$0.1084	\$2,663	\$0.0700	\$1,719	\$4,382
Mar	38,448	218	158	27,790	30,196		2,406	\$0.1084	\$3,274	\$0.0700	\$2,114	\$5,388
Apr	34,243	205	177	29,598	36,160		6,562	\$0.1084	\$3,921	\$0.0700	\$2,531	\$6,452
May	38,707	237	184	30,010	39,808		9,798	\$0.1084	\$4,317	\$0.0700	\$2,787	\$7,103
Jun	36,073	226	165	26,353	35,753		9,400	\$0.1084	\$3,877	\$0.0700	\$2,503	\$6,380
Jul	32,689	202	162	26,231	33,132		6,901	\$0.1084	\$3,593	\$0.0700	\$2,319	\$5,912
Aug	30,134	185	168	27,344	32,104		4,760	\$0.1084	\$3,481	\$0.0700	\$2,247	\$5,729
Sep	29,480	174	159	26,817	29,625		2,808	\$0.1084	\$3,212	\$0.0700	\$2,074	\$5,286
Oct	28,376	161	158	27,753	29,029		1,276	\$0.1084	\$3,148	\$0.0700	\$2,032	\$5,180
Nov	24,036	131	137	24,036	23,781		(255)	\$0.1084	\$2,579	\$0.0700	\$1,665	\$4,243
Dec	21,616	113	98	18,773	18,312		(461)	\$0.1084	\$1,986	\$0.0700	\$1,282	\$3,268
Total	364,891			309,774	354,288	0	44,514		\$38,418		\$24,800	\$63,218



Figure 1.2. JCUSD High School Production Chart

Table 1.5. Measurement and Verification Report for the Auditorium

	A	B	C	D=(A/B) x C	E	F	G = (E + F) - D	H	I = (E + F) x H	J	K = (E + F) x J	L = I + K
	Report Year Projected Solar Energy (kWh)	Report Year Projected Irradiance (kWh/M ²)	Report Year Actual Irradiance (kWh/M ²)	Report Year Adjusted Projected Solar Energy (kWh)	Report Year Solar Energy Delivered (kWh)	Force Majeure Production Adjustment	Report Year Difference Between Irradiance Adjusted Projected and Delivered Solar Energy (kWh)	Report Year Solar Energy Value, (\$/kWh)	Report Year Solar Energy Cost Savings (\$)	Report Year Solar Production Incentive Value (\$/kWh)	Report Year Solar Production Incentive Savings (\$)	Report Year TOTAL Savings (\$)
Jan	6,873	138	155	6,873	7,469		596	\$0.1084	\$810	\$0.0700	\$523	\$1,333
Feb	7,158	136	165	7,158	8,838		1,680	\$0.1084	\$958	\$0.0700	\$619	\$1,577
Mar	11,877	218	206	11,204	10,824		(380)	\$0.1084	\$1,174	\$0.0700	\$758	\$1,931
Apr	11,408	205	225	11,408	12,990		1,582	\$0.1084	\$1,409	\$0.0700	\$909	\$2,318
May	13,225	237	239	13,225	14,090		865	\$0.1084	\$1,528	\$0.0700	\$986	\$2,514
Jun	12,583	226	218	12,138	12,713		575	\$0.1084	\$1,379	\$0.0700	\$890	\$2,268
Jul	11,418	202	200	11,300	11,752		452	\$0.1084	\$1,274	\$0.0700	\$823	\$2,097
Aug	10,494	185	205	10,494	11,416		922	\$0.1084	\$1,238	\$0.0700	\$799	\$2,037
Sep	9,238	174	197	9,238	10,596		1,358	\$0.1084	\$1,149	\$0.0700	\$742	\$1,891
Oct	8,303	161	198	8,303	10,378		2,075	\$0.1084	\$1,125	\$0.0700	\$726	\$1,852
Nov	6,628	131	175	6,628	8,332		1,704	\$0.1084	\$904	\$0.0700	\$583	\$1,487
Dec	5,894	113	131	5,894	6,664		770	\$0.1084	\$723	\$0.0700	\$466	\$1,189
Total	115,099			113,862	126,062		12,200		\$13,670		\$8,824	\$22,494

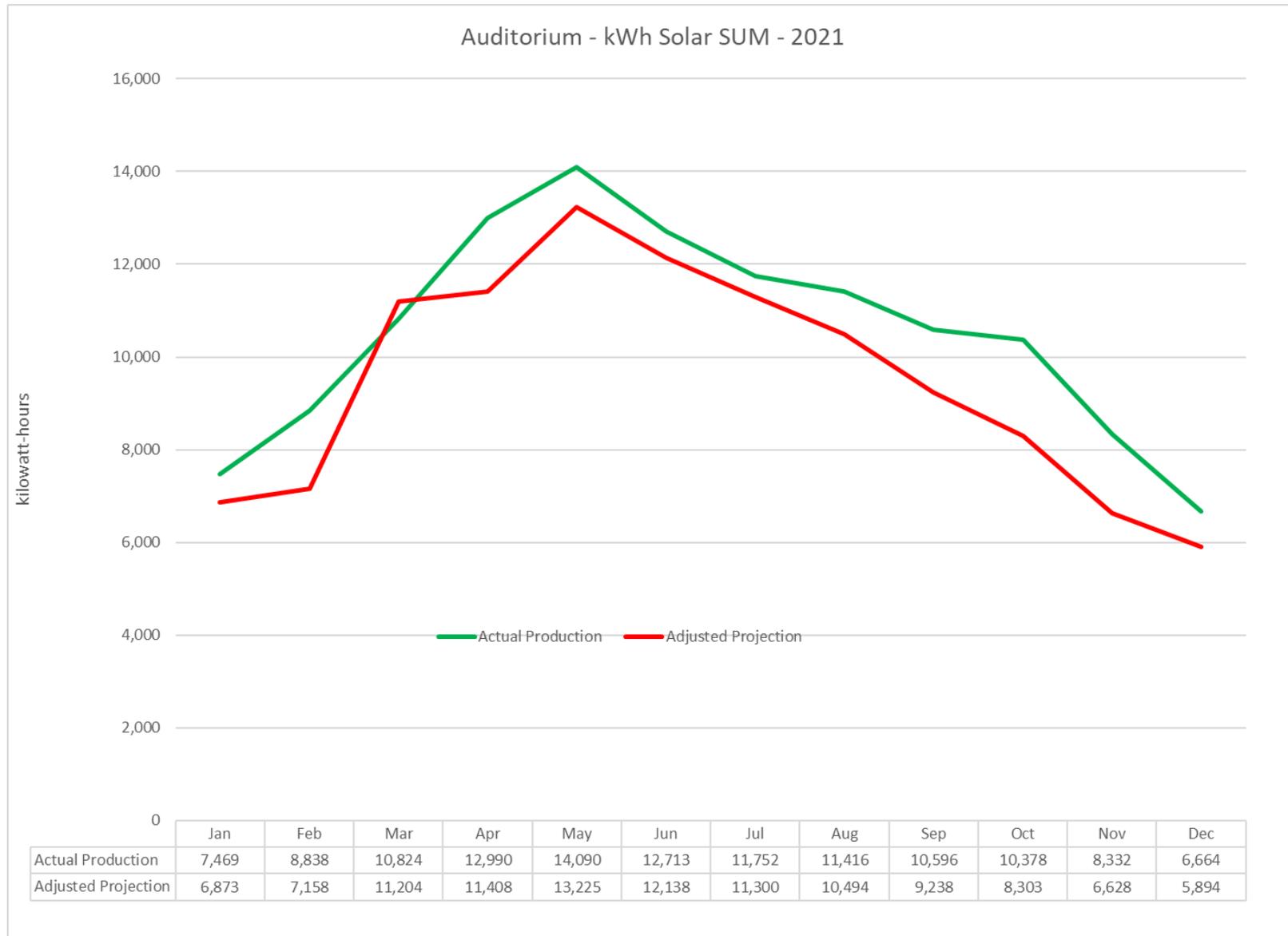


Figure 1.3. JCUSD Auditorium Production Chart

Table 1.6. Measurement and Verification Report for the Elementary School

	A	B	C	D=(A/B) x C	E	F = E - D	G	H = E x G	I	J = E x I	K = H + J
	Report Year Projected Solar Energy (kWh)	Report Year Projected Irradiance (kWh/M ²)	Report Year Actual Irradiance (kWh/M ²)	Report Year Irradiance Adjusted Projected Solar Energy (kWh)	Report Year Solar Energy Delivered (kWh)	Report Year Difference Between Projected and Delivered Solar Energy (kWh)	Report Year Solar Energy Value, (\$/kWh)	Report Year Solar Energy Cost Savings (\$)	Report Year Solar Production Incentive Value (\$/kWh)	Report Year Solar Production Incentive Savings (\$)	Report Year TOTAL Savings (\$)
Jan	20,483	138	137	20,298	17,156	(3,142)	0	\$1,860.3596	\$0	\$1,201	\$3,061
Feb	19,947	136	144	19,947	19,306	(641)	0	\$2,093.5009	\$0	\$1,351	\$3,445
Mar	30,688	218	182	25,565	25,212	(353)	0	\$2,733.9348	\$0	\$1,765	\$4,499
Apr	27,692	205	201	27,141	30,446	3,305	0	\$3,301.4985	\$0	\$2,131	\$5,433
May	31,495	237	211	28,128	32,582	4,454	0	\$3,533.1217	\$0	\$2,281	\$5,814
Jun	29,565	226	191	25,059	29,148	4,089	0	\$3,160.7462	\$0	\$2,040	\$5,201
Jul	26,797	202	181	24,010	27,380	3,370	0	\$2,969.0172	\$0	\$1,917	\$4,886
Aug	24,592	185	187	24,592	25,678	1,086	0	\$2,784.5102	\$0	\$1,797	\$4,582
Sep	23,813	174	178	23,813	23,901	88	0	\$2,591.7728	\$0	\$1,673	\$4,265
Oct	22,640	161	178	22,640	22,736	96	0	\$2,465.4427	\$0	\$1,592	\$4,057
Nov	19,021	131	156	19,021	18,564	(457)	0	\$2,013.0401	\$0	\$1,299	\$3,313
Dec	17,015	113	115	17,015	14,247	(2,768)	0	\$1,544.9139	\$0	\$997	\$2,542
Total	293,747			277,229	286,356	9,127		\$31,052		\$20,045	\$51,097

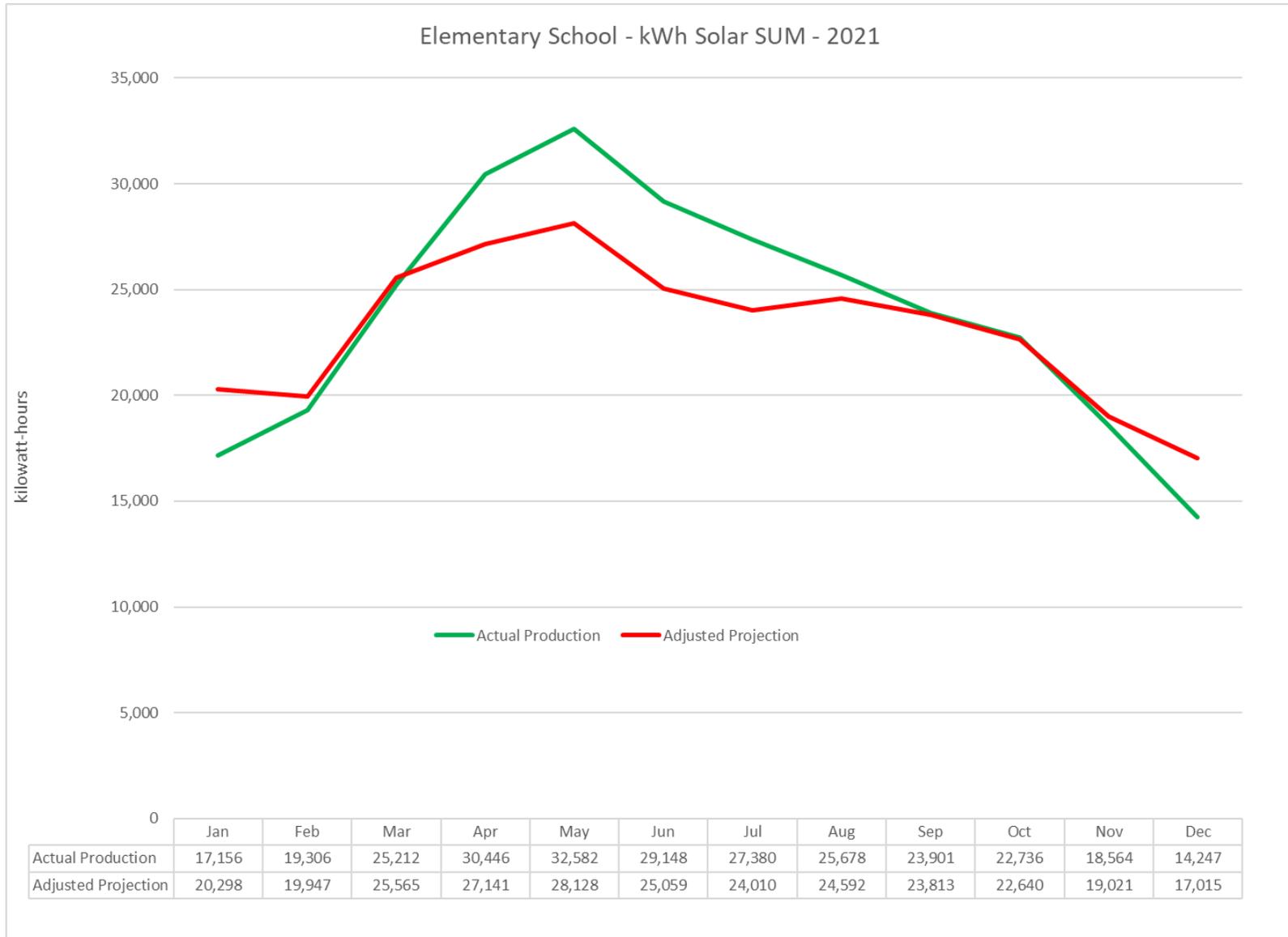


Figure 1.4. JCUSD Elementary School Production Chart

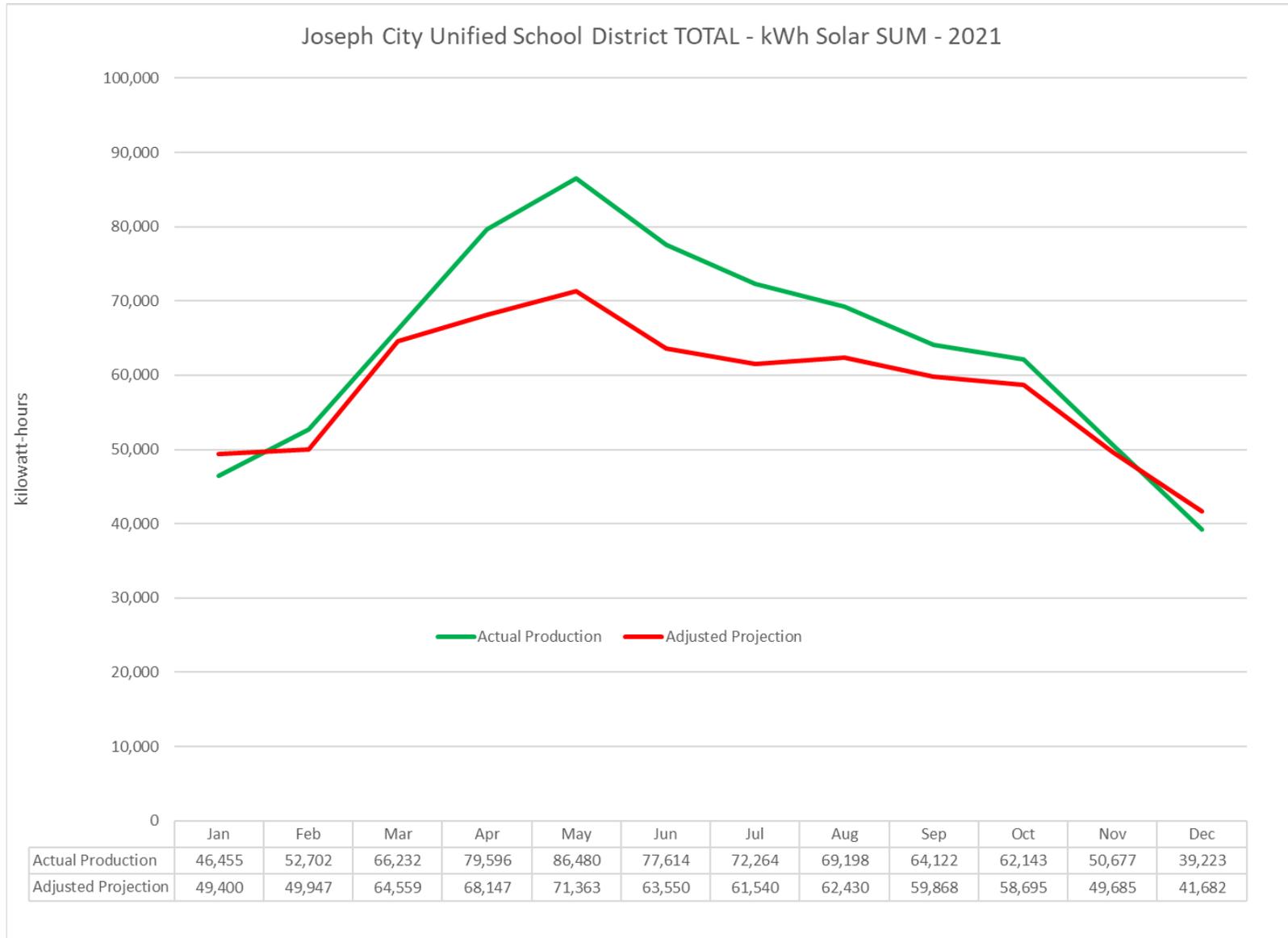


Figure 1.5. JCUSD Total Production Chart

Ameresco, Inc.

2375 E. Camelback Road
Suite 400
Phoenix, AZ 85016
T: 480 499 9200

Primary Point of Contact

Steve Croxton
Director – Operations
T: 503 290 1298
E: scroxton@ameresco.com

Summary of the Termination Process for Teachers

Preliminary Notice of Inadequacy of Classroom Performance:

- A teacher whose classroom performance has been evaluated as being inadequate shall be given a preliminary notice of inadequacy of classroom performance if the teacher may be dismissed or nonrenewed because of this notice. The notice will provide the teacher at least forty-five (45) instructional days in which to overcome the inadequacies and shall specify the nature of the inadequacy with such particularity as to furnish the teacher an opportunity to correct the inadequacies and maintain adequate classroom performance as defined by the Governing Board.
- The Superintendent is authorized to issue preliminary notice of inadequacy of classroom performance without prior Board approval. The Superintendent will notify the Board of such issuance within ten (10) days of such issuance.
- The preliminary notice of inadequacy of classroom performance shall be accompanied by a performance improvement plan designed to help the teacher correct inadequacies and demonstrate adequate classroom performance.

Nonrenewal/Dismissal of Certificated Employees:

- The Board shall authorize, as necessary, and send notice to teachers who will not be reemployed for the ensuing school year.
- The written notice of intention to dismiss or not to reemploy shall include a copy of any valid evaluation pertinent to the charges made.
- Notice of the Board's intention not to reemploy the teacher shall be made by delivering it personally to the teacher or by sending it by registered or certified mail to the teacher at the teacher's place of residence, as recorded in the District's records. The notice shall incorporate a statement of reasons for not reemploying the teacher.
- If a teacher does not correct inadequacies and demonstrate adequate classroom performance following the preliminary notice of inadequacy of classroom performance accompanied by a performance plan and the statutory time allocated for such improvement has elapsed, a written notice of intention to dismiss or not to reemploy may be issued.

- The Governing Board shall give any certificated teacher notice of intention to dismiss or not to reemploy if such intention is based on charges of inadequacy of classroom performance. The Governing Board or its authorized representative at least forty-five (45) instructional days before such notice, shall give the teacher written preliminary notice of inadequacy of classroom performance, specifying the nature thereof with such particularity as to furnish the teacher an opportunity to correct inadequacies and maintain adequate classroom performance. A notice of the Governing Board's intention to dismiss or not to reemploy for inadequacy of classroom performance shall not be issued until the District has completed an observation at the conclusion of a performance improvement plan.
- In the case of a continuing teacher, if the teacher does not demonstrate adequate classroom performance within the allotted time the Board shall dismiss the teacher as provided by statute.

Contracts of Certificated Employees

The Governing Board shall offer a teaching contract for the next ensuing school year to each certificated probationary teacher who is under a contract of employment with the District for the current school year, unless the Governing Board, a member of the Board acting on behalf of the Board or the Superintendent gives notice to the teacher of the Board's intention not to offer a teaching contract or unless such teacher has been dismissed.

The Governing Board shall offer to each certificated continuing teacher who has been employed more than the major portion of three (3) consecutive years and who is under contract of employment with the District for the current year a contract renewal for the next ensuing school year unless the teacher has been given notice of the Board's intent not to offer a contract and to dismiss the teacher as provided by statute.

The Governing Board shall offer a contract to each certificated teacher who is not designated in the lowest performance classification and was offered a contract in the prior year unless the teacher has been given notice of the Board's intent not to offer a contract and to dismiss the teacher.

The teacher's acceptance of the contract must be indicated within fifteen (15) business days from the date of the teacher's receipt of the written contract or the offer of a contract is revoked.

Receipt is considered to have occurred when the written contract is:

- personally delivered,
- placed in the teacher's school-provided mailbox, including electronic mail, or

- two (2) days after being placed in a United States Postal Service mail box.

The teacher accepts the contract by signing the contract and returning it to the Governing Board or by making a written instrument which accepts the terms of the contract and delivering it to the Governing Board. If the written instrument includes terms in addition to the terms of the contract offered by the Board, the teacher fails to accept the contract.

The Governing Board may transmit and receive contracts of certificated employees in an electronic format and may accept electronic signatures on those contracts. Additional provisions are as follows:

- If a contract has not been transmitted to the certificated employee by the end of the current school year, an electronic contract to that certificated employee, if provided in that format by the District, shall be transmitted prior to the start of the next school year and shall be submitted to both the certificated employee's District e-mail as well as the certificated employee's personal e-mail in order to notify the certificated employee of the offer of contract.
- Each certificated employee shall be responsible for submitting his or her personal e-mail to human resources personnel at the District for this purpose.
- Documents transmitted in an electronic format pursuant to this subsection shall be considered written documents for the purposes of sections 15-536 and 15-538.01.
- If the Governing Board has so adopted, electronic signatures are to be followed by original signatures within a specified time period.
- The Governing Board that accepts an electronic signature for a certificated employee's contract shall provide validation to the certificated employee that the contract has been transmitted.

Dismissal

Term employees. The employment of a term employee may be terminated for cause by action of the Governing Board at any time prior to the expiration of the term of employment. For the purposes of this provision, cause means any conduct that, in the judgment of the District, is detrimental to the interests of the District or its personnel or students and shall include, without limitation thereto, the following:

- A. Absence without leave
- J. Incompetence or inefficiency
- B. Abuse of leave
- K. Insubordination
- C. Alcohol or drug impairment
- L. Neglect of duty
- D. Child abuse or molestation
- M. Unauthorized possession of
a weapon on school grounds
- E. Discourteous treatment of the
public
- N. Unauthorized use of school
property
- F. Dishonesty
- O. Unlawful conduct
- G. Excessive absenteeism
- P. Use of illegal drugs
- H. Fraud in securing
employment
- Q. Violation of a directive of a
supervisor
- I. Improper attitude
- R. Violation of a District policy or
regulation

If the Superintendent recommends termination of a term employee, a copy of the recommendation shall be delivered to the employee. The employee may request a hearing within five (5) work days after receipt of the recommendation. If a hearing is requested, the Superintendent shall deliver a written notice of the time and place of the hearing and a written statement that gives the reasons for the

recommendation, a list of persons whom the Superintendent expects to testify in support of the recommendation (together with a brief summary of what each person is expected to say), and a general description of any other evidence that the Superintendent at the time believes may be presented at the hearing in support of the recommendation.

The hearing shall be conducted by the Governing Board or by a person designated by the Governing Board within not less than five (5) work days and not more than thirty (30) calendar days after a request for hearing is submitted by the employee. The date of the hearing may be postponed by stipulation of the employee and the District, or by and in the sole discretion of the Governing Board or the hearing officer, or at the request of the aggrieved employee or the District for such reason or reasons as the Governing Board or hearing officer may deem appropriate.

The employee may be represented at the hearing by counsel, at the employee's expense. The employee shall have the opportunity to present witnesses and to cross-examine any witnesses presented by the District. Formal rules of evidence shall not apply. A record of the hearing shall be made by use of a mechanical device.

If a hearing officer is used, the hearing officer shall prepare a written statement of findings as to whether there is cause for termination of the employee and submit it to the Governing Board within ten (10) work days after the conclusion of the hearing. The Governing Board shall review the written statement and, if desired, the record, and the Governing Board's decision whether to accept the findings and whether to terminate employment or to impose other discipline shall be a final decision.

If the Governing Board conducts the hearing, it shall render a decision within ten (10) days after the conclusion of the hearing.

General Matters

Failure to object to a disciplinary action or take other action within the time limitations set forth in this policy shall mean that the employee does not wish to pursue the matter further. Complaints filed after the expiration of the applicable time limitation will not be considered.

The filing or pendency of a complaint or other form of grievance pursuant to this policy shall in no way limit or delay action taken by the supervisor or the Superintendent authorized by this policy to take such action.

A complaint relating to minor disciplinary action, suspension without pay for more than five (5) days, or dismissal shall not be processed as a grievance.

None of the procedures of this policy shall alter the status of an at-will employee.

This policy does not apply to:

- A. Any administrative recommendation or Governing Board action, discussion, or consideration involving the nonrenewal of a term employee.
- B. Ratings, comments, and recommendations made in the course of an evaluation of a support staff member.
- C. The decision of the Superintendent to place a support staff member on administrative leave.
- D. Counseling of or directives to a support staff member regarding future conduct.

EntityID	CTD	District Name	2022 PAV
4397	090232	Blue Ridge Unified District	295,180,707
4395	090225	Cedar Unified District	2,059,958
4392	090206	Heber-Overgaard Unified District	100,601,962
4389	090203	Holbrook Unified District	48,179,427
4388	090202	Joseph City Unified District	89,941,223
4396	090227	Kayenta Unified District	2,599,624
81114	090836	Northeast Arizona Technological Institute of Vocational Education	2,830,354
78786	090835	Northern Arizona Vocational Institute of Technology	912,817,720
4390	090204	Pinon Unified District	230,730
4386	090199	Rainbow Accommodation School	0.00
4393	090210	Show Low Unified District	231,254,279
4391	090205	Snowflake Unified District	95,469,448
4394	090220	Whiteriver Unified District	1,738,121
4387	090201	Winslow Unified District	50,452,553
		Unorganized Territories	1,137,908
			\$ 1,834,494,014.00

14 Districts & Unorganized Territories

		MINIMUM SCHOOL TAX #2	89,941,223

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.

4.A. Approve Expense Vouchers

Action to ratify district vouchers for period 2/3/22 through 3/2/22.

General and Special Funds: #20 \$146,192.53; #21 \$152,636.01; #1041 \$122,323.87; #1042 \$167,031.35; #1043 1,799.59; #1044 \$1,316.59

Auxiliary Operations Funds: #1051 \$1,667.08; #1056 \$1,634.88

Student Activities Fund: #1052 \$832.57; #1054 \$1,795.64; #1057 \$1,279.45

4.B. Student Activities Fund Report

Revenues, expenditures and charges in the Student Activities Fund Report; period of 2/1/22 through 2/28/22.

Joseph City USD External Funds

Student Activities Summary Report

Fiscal Year: 2021-2022

From: 2/1/2022

To: 2/28/2022

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	1,139.32	220.00	(100.00)	1,259.32	.00	1,259.32
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	.00	.00	.00	.00	.00	.00
102.638 Joseph City Jr High School Class of 2025	.00	.00	.00	.00	.00	.00
102.639 Joseph City Jr High School Class of 2026	188.93	.00	.00	188.93	.00	188.93
102.640 Joseph City Jr High School Class of 2027	1,160.99	.00	.00	1,160.99	.00	1,160.99
102.641 Joseph City Jr High School Class of 2028	132.00	.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	(160.98)	165.76
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	2,274.17	.00	(319.68)	1,954.49	.00	1,954.49
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	2,777.40	1,775.78	(1,795.64)	2,757.54	(131.33)	2,626.21
203.610 Joseph City High School Student Council	4,953.27	.00	(134.86)	4,818.41	.00	4,818.41
203.611 Joseph City High School National Honor Society	549.96	.00	.00	549.96	.00	549.96
203.612 Joseph City High School Softball	1,234.31	250.00	.00	1,484.31	.00	1,484.31
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: 2/1/2022

To: 2/28/2022

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	4,297.99	330.00	(402.86)	4,225.13	(1,000.00)	3,225.13
203.615 Joseph City High School Cheerleaders	3,091.51	.00	.00	3,091.51	.00	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	2,315.58	.00	(394.85)	1,920.73	394.85	2,315.58
203.619 Joseph City High School Volleyball	8,339.73	.00	.00	8,339.73	.00	8,339.73
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	220.60	.00	.00	220.60	.00	220.60
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	3,861.57	945.00	(759.77)	4,046.80	.00	4,046.80
203.636 Joseph City High School Class of 2023	4,752.22	1,705.00	.00	6,457.22	.00	6,457.22
203.637 Joseph City High School Class of 2024	388.76	.00	.00	388.76	.00	388.76
203.638 Joseph City High School Class of 2025	326.32	.00	.00	326.32	.00	326.32
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: 2/1/2022 To: 2/28/2022

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	(66.79)	.00	.00	(66.79)	.00	(66.79)
GRAND TOTALS	46,402.10	5,225.78	(3,907.66)	47,720.22	(897.46)	46,822.76

End of Report

4.C. Approve Disposal of Surplus Property

**List of Items for Disposal
March 2022**

These are items that are broken or are no longer used.

- Hurdles for track
- Washer and dryer
- Sports bags
- TVs
- Audio speakers
- Gym light fixtures



PEDESTRIAN CROSSING
LIMIT 55

TEMPERATURES
COLD/WASH
WASH
WASH/DRY

END OF CYCLE SIGNAL
ON
OFF

TIMED DRY
OFF
1 HOUR
2 HOURS
3 HOURS

Frigidaire
COMMERCIAL HEAVY DUTY
FRIGIDAIRE

WARNING: READ INSTRUCTIONS
CAUTION: DO NOT OVERLOAD
DO NOT USE BLEACH OR
OTHER CHEMICALS
DO NOT USE FABRIC SOFTENER
DO NOT USE HEAT SENSITIVE
DYE

Model No. FWS1000
Capacity 10.0 cu. ft.
Energy Star
EPA 4.5 kWh/cycle
EPA 1.5 gallons/cycle







5. PERSONNEL REQUESTS (*)

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

5.A. Approve Elementary Office/Playground Aide Position

Campus Monitor

Job Description



Reports To: Principal
Classification: Support Staff | Level 6
Status: Full/Part Time | 10 Month
Category: Classified | FLSA Non-Exempt

Revised 2/10/22

General Description:

Assists in the supervision of students during recess, lunch, and other break periods during the school day. Supervise students in various settings including classroom, cafeteria, hallways and playground. May assist with monitoring students in other settings and activities, both on and off campus, as needed. May assist with monitoring offices and assisting visitors and staff.

Essential Job Elements:

1. Monitor students in the cafeteria during meals, maintaining a safe and controlled environment.
2. Monitor students on the campus during recess, break periods, and in the hallways during class change periods, maintaining a safe and controlled environment.
3. Monitor students during brief periods of teacher absence.
4. Monitor students awaiting school bus transportation, maintaining a safe and controlled environment.
5. Assist in monitoring campus ingress to ensure that all visitors have valid purposes for being on the school campus.
6. Censor unsafe and unacceptable activities in accordance with the rules and standards established by the school's faculty and administration through discussions with the students involved and, if necessary, refer students to appropriate certified personnel.
7. Assist in facilitating appropriate campus activities.
8. Report unsafe practices and equipment to appropriate certified personnel.
9. Assist students injured during campus activities by immediate notification to supervisory certified personnel.
10. Perform clerical and office duties in support of teachers and other staff as needed.
11. Monitor offices, answer phones and greet the public as needed.
12. Assist with general housekeeping duties as needed.
13. Attends staff meetings, conferences, training and other meetings as requested.
14. Maintains an attitude and work environment that generates, collaboration and caring.
15. Assures compliance with appropriate safety practices and procedures and with applicable federal, state and local codes, regulations and requirements.
16. Coordinate and work cooperatively with other departments and staff as needed.

-
17. Support and work effectively with supervisor and other administrators.
 18. Maintain confidentiality regarding student, staff and management related information.
 19. Support with integrity the mission, vision, goals and positive culture of Joseph City Schools.
 20. Perform other duties as assigned.

Qualifications:

1. Ability to perform each essential job element satisfactorily.
2. High school diploma or general education degree (GED).
3. State of Arizona Level 1 Fingerprint Clearance Card.
4. Experience working with children and/or related training preferred.

Mental Tasks:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals. Ability to listen and obtain clarification, record and deliver information, explain procedures, gather and analyze information, identify problems and solutions and to follow oral and written instructions. Ability to write routine reports and correspondence. Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, percent, and to draw and interpret bar graphs. Ability to communicate effectively with students, parents and staff.

Physical Tasks:

While performing the duties of this job, the employee is regularly required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to climb or balance and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, and ability to adjust focus. Must maintain a condition of excellent physical and mental health.

Working Conditions:

Indoor – classroom or office environment. Outdoor – all weather conditions and temperatures. Playground or sports field environment. Exposure to noise, dusts, gas and fumes.

Contacts:

Staff, students, parents or guardians and community.

5.B. Approve Extra Duty Stipend for Dyslexia Specialist for FY23

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

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

EMPLOYEE ASSIGNMENTS:

Ruth Hansen - Dyslexia Specialist (Extra Duty)

RENEWALS

Teachers (see attached list)

VOLUNTEERS

James Cooksey (High School)

RESIGNATIONS

Patrick Morris - Bus Driver

Jean Varney - Teacher

Teachers and Certified Specialists Recommended for Renewal in FY 2022-23

March 8, 2022 Board Meeting

Name	Assignment
Ahlstrom Mary	Teacher
Beatty Kristen	Teacher
Bowler Laurie	Teacher
Bushman Dan	Counselor
Bushman Jessica	Teacher
Bushman Peter	Teacher
Deiparine Sheryl-ann	Teacher
DeWitt Darolyn	Teacher
Edwards Jeri	Teacher
Fischer Brad	Teacher
Fish Dustin	Teacher
Foree Andrew	Teacher
Gayer Michael	Teacher
Hancock Natalie	Speech-Language Pathologist
Hancock Roland	Teacher
Hansen Ruth	Teacher/Title I Lead
Holmes Theresa	Teacher
Layden Caleb	Teacher
Layden Shawn	Teacher
Mills Julie	Teacher/Librarian/Student Data Specialist
Neal Lillian	Teacher
Neat Adam	Teacher
Rush Kay	Teacher
Sander Amanda	Teacher
Sartain April	Teacher
Smith Deidra	Teacher
Sterkowitz Mike	Teacher
Stradling Jim	Teacher
Taranto Timothy	Teacher
Whetten Anthony	Teacher

5.D. Personnel Appointments

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

Felicia Bowler - Substitute Teacher

Drew Colligon - Instructional Aide

Joseph Fischer - Child Care Worker (Youth, Faith & Family Grant)

Ava Hancock - Child Care Worker (Youth, Faith & Family Grant)

Sarya Heward - Child Care Worker (Youth, Faith & Family Grant)

Aaron Johnstun - JV Coach (HS Track)

Ledra Lake - Substitute Teacher

Cambria Miller - Child Care Worker (Youth, Faith & Family Grant)

5.E. Personnel Appointment

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

Robert Larsen - Swimming Pool Manager

5.F. Discussion and Possible Approval of Pay Increases for 2022-23

Increase of 2% for most employees on the following Pay Schedules: Teacher & Certified Specialist, Support Staff, Management Team & Classified Specialist, Extra Duty 1.

Salary Proposal for FY22-23

Joseph City Schools

Teacher | Certified Specialist Pay Schedule

- **Increase 2%**
Applies to each full-time teacher, counselor and specialist (prorated for part-time or extended contracts)
- Increase starting pay for new teachers and new counselors by \$800 and new SLP by \$1,100

Support Staff Pay Schedule

- **Increase 2% per hour**
- *Applies to all current employees in all positions listed on the Support Staff Pay Schedule except Level 1 (minimum wage)*
- No increase to Base hourly rates for entry level employees

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

No changes

Management Team

- **Increase 2%**
Applies to Management Team, Classified Specialist positions and Superintendent

Other changes

Compression adjustments for selected positions may be proposed at a future board meeting

Pay Schedule | 2021-22



Teacher Certified Specialist			
Position		Base Salary without Performance Pay	Base Salary with Performance Pay
Teacher, Specialist		\$ 40,200	\$ 41,800
	with increase	\$ 41,000	\$ 42,600
Counselor		\$ 44,200	\$ 45,800
	with increase	\$ 45,000	\$ 46,600
Speech Language Pathologist		\$ 59,500	
	with increase	\$ 60,600	

Extra Duty 1					
Level	Annual/Season Amt		Assignment	Min Amt % of Tchr Base	Experience % of Tchr Base
	Minimum	Maximum			
1	3,819	5,025	HS Head Coach, Cheer Coach (full year), Drama Coach	9.50%	0.50%
with increase	3,895	5,101			
2	2,211	3,177	HS Asst Coach II, Ag Club Advisor, Cross Country Coach	5.50%	0.40%
with increase	2,255	3,221			
3	1,407	1,887	HS Asst Coach I, JH Coach, HS Student Council Advisor, EL Music, Yearbook Advisor, Band Director, Choral Director	3.50%	0.20%
with increase	1,435	1,915			
4	913	1,273	JH Asst Coach	2.27%	0.15%
with increase	931	1,291			
5	704	944	JH Student Council Advisor, Club Sponsors, Science Fair Coordinator	1.75%	0.10%
with increase	718	958			

6. ACTION ITEMS

6.A. Approve Superintendent's Performance Payment

This is a bi-annual release of 5% of the Superintendent's contract based on standards set by the Governing Board for evaluation of the Superintendent.

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 - April 12, 2021; 6:00 p.m.

9. ADJOURNMENT

Call to adjourn the meeting