

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

**Governing Board Minutes**

May 7, 2019

**REGULAR MEETING:**

1. Routine Opening of Meeting - Call to Order

The Regular Meeting of the Governing Board of Lake Havasu Unified School District No. 1 was called to order by Governing President, Kathy Cox, in the District Boardroom, 2200 Havasupai Blvd., Lake Havasu City, Arizona at 6:00 p.m., on May 7, 2019.

1.1 Moment of Silent Prayer or Reflection

1.2 Roll Call

BOARD MEMBERS PRESENT: Kathy Cox, President  
Lisa Roman, Vice President  
Nichole Cohen, Member  
John Masden, Member  
Archana Aliyar, Member

BOARD MEMBERS ABSENT:

ADMINISTRATION PRESENT: Diana Asseier, Superintendent  
Jaime Festa-Daigle, Director of Personnel/Technology  
Aggie Wolter, Director of Special Services  
Brad Gardner, Director of Educational Services  
Connie Hogard, Principal, Smoketree Elementary  
Claude Sanders, Principal, Havasupai Elementary  
Brett Bitterman, Principal, Oro Grande Classical School  
Andrea Helart, Principal, Jamaica Elementary  
Corey Triassi, Principal, Starline Elementary  
Mari Jo Mulligan, Principal, Thunderbolt Middle School  
Scott Becker, Principal, Lake Havasu High School  
Shannon Williams, Assistant Principal, High School  
Brady Krueger, Assistant Principal, High School  
Terry Fleming, Secretary

Others: 57

1.3 Pledge of Allegiance

1.4 Call for an Executive Session – none

2. Call to the Public

Mrs. Cohen shared a video link and Washington Post article "*Alexa has been eavesdropping on you this whole time*". She wants people to be aware of this, especially our students.

[https://www.icloud.com/attachment/?u=https%3A%2F%2Fcvws.icloud-content.com%2F%2FAfcf7wCYPKLd9FFMJb95v9Gib02VAdRJTDQz6zKe-ziVCyMfiHuOgroi%2F%24%7Bf%7D%3Fo%3DAor9-BG0zQiMBc50\\_VlqzdnBNZScpQsfxf4OPpvQ-gde%26v%3D1%26x%3D3%26a%3DCAoqCyP85-ZxzrrJlBOVBBSQ4ToiDh-b5Auel6Nu-M7X6phMSGxDEkKeYqS0YxKCi7LlItlgEAKggByAD\\_bu8m7w%26e%3D1559837052%26k%3D%24%7Buk%7D%26fl%3D%26r%3D9F85F3DB-8CFC-420C-AD83-73C63A64591A-1%26ckc%3Dcom.apple.largeattachment%26ckz%3DC55804F7-6BDD-4C4A-A2BE-BE14128BF9DF%26p%3D44%26s%3DkU-hTEhHHN0XZjrtz\\_LciH2oKZU&uk=9FAxryok-V2uGalxJpNbbQ&f=IMG\\_3736.MOV&sz=175172434](https://www.icloud.com/attachment/?u=https%3A%2F%2Fcvws.icloud-content.com%2F%2FAfcf7wCYPKLd9FFMJb95v9Gib02VAdRJTDQz6zKe-ziVCyMfiHuOgroi%2F%24%7Bf%7D%3Fo%3DAor9-BG0zQiMBc50_VlqzdnBNZScpQsfxf4OPpvQ-gde%26v%3D1%26x%3D3%26a%3DCAoqCyP85-ZxzrrJlBOVBBSQ4ToiDh-b5Auel6Nu-M7X6phMSGxDEkKeYqS0YxKCi7LlItlgEAKggByAD_bu8m7w%26e%3D1559837052%26k%3D%24%7Buk%7D%26fl%3D%26r%3D9F85F3DB-8CFC-420C-AD83-73C63A64591A-1%26ckc%3Dcom.apple.largeattachment%26ckz%3DC55804F7-6BDD-4C4A-A2BE-BE14128BF9DF%26p%3D44%26s%3DkU-hTEhHHN0XZjrtz_LciH2oKZU&uk=9FAxryok-V2uGalxJpNbbQ&f=IMG_3736.MOV&sz=175172434)

[https://www.washingtonpost.com/technology/2019/05/06/alexa-has-been-eavesdropping-you-this-whole-time/?utm\\_term=.79bc678cbbf0](https://www.washingtonpost.com/technology/2019/05/06/alexa-has-been-eavesdropping-you-this-whole-time/?utm_term=.79bc678cbbf0)

3. Recognition of Visitors

- LHUSD #1 Retirees were recognized and honored with a plaque: Lori Felish, Peter Sullivan, Cheryl Gomez, Doug Pehling, Dale Sevastakis, and Kathleen Weber.
- Recognition of Lake Havasu High School 2019 MCC Mathlympics Champion students and sponsors.
- Recognition of Lake Havasu High School Career Technical Education (CTE) National Student Contenders for FBLA, FCCLA, HOSA, Ed Rising and National Thespians and their sponsors.

- Mrs. Cox presented Mr. Mulligan the Thunderbolt Capturing Kids Hearts award from the Flippen Group for being a National Showcase School.
- Lake Havasu City Education Association (LHCEA) Carol Nowakowski gave a monthly report. Per Representative Leo Biasiucci, these four bills have been signed by the Governor: SB 1318, HS 2176, SB 1184, and SB 1014.

#### 4. Consent Agenda

##### 4.1 Approval of Consent Agenda

###### 4.1.1 Approval of Minutes:

Regular Session of April 16, 2019  
 Special Session of April 9, 2019  
 Executive Session of April 9, 2019  
 Work Session of April 9, 2019

###### 4.1.2 Approval or Modification of Agenda

###### 4.1.3 Personnel Report: Certified; Employment, Separation, Exception to Policy, Long Term Leave, Other. Support Staff; Employment, Separation, Exception to Policy, Long Term Leave, Other.

###### 4.1.4 Acceptance of Gifts and Donations to the Lake Havasu Unified School District in the amount of \$17,421.50 and to Student Activities Organizations in the amount of \$6,807.11.

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

###### 4.1.5 Approval of Overnight and/or Out-of-State Student Travel Asseier

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

Mrs. Cohen asked that the minutes from April 16 reflect the correction to her information on number of metric tons of CO2e used by student travel. Last month she stated 61.00 metric tons were used, and it should be 1.23 metric tons.

Mrs. Cohen reports that the student travel on this month's student travel is 2.55 metric tons of CO2e.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 5. Old Business – none.

#### 6. New Business

##### 6.1 Approval of the 2018-19 Revised Budget

Mrs. Asseier recommended that the Governing Board approve the 2018-19 revised budget. It is recommended that the Governing Board approve over-expenditures in any of the following funds for the fiscal year 2019:

1. Regular education;
2. Special education;
3. Pupil transportation

The revised budget includes adjustments based upon changes that have occurred since the adoption of the budget last July. The revised budget and a summary sheet was presented to the governing board for review prior to the May 7, 2019, board meeting.

The district does not expect an over expenditure in any of the funded areas mentioned above at this time; however, per A.R.S. §15-905 G., if there needs to be an over expenditure in any of the funds, we must have board approval prior to the end of the fiscal year. The maintenance and operation expenditures will not exceed the total budgeted.

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

Mrs. Asseier reviewed the handouts on FY 2019 Work Sheets and the Annual Expenditure Budget. Mrs. Asseier and Board thanked Mr. Murray for the amazing job he has done. The budget information is on our website at <http://www.havasu.k12.az.us/?DivisionID=23075&DepartmentID=27603>. Discussion on the carry forward funds and monthly financial reports the Board approves.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

##### 6.2 Approval of Sole Source with Rachel's Challenge and Rachel's Challenge Agreements

Mrs. Asseier recommended that the Governing Board approve Rachel's Challenge as sole source and to approve the attached Agreements for Services with Rachel's Challenge for a total cost Not to Exceed \$40,000.00. Services will occur during the 2019-20 school year and will be paid with Title I and Title IV funds.

During the 2018-2019 school year, our district and our community confronted the disturbing facts regarding suicide. While none of us want to face it, the statistics around suicide are hard to ignore. In

Arizona, suicide is still the 1<sup>st</sup> leading cause of death for ages 10-14 and the 2<sup>nd</sup> leading cause of death for ages 15-34, although the overall rates have dropped slightly in 2018.

A group of community members formed a committee focusing on teen suicide and bullying. In their research for community solutions that focus on prevention, the team identified a program entitled Rachel's Challenge. The District and the committee embraced a community wide event to include training of all staff, assemblies at all schools for all students, an evening assembly for parents and community members, and a week-long event working with all tenth grade students.

Elementary schools implemented Kindness Clubs (KC), and the middle and high school implemented Friends of Rachel Clubs (FOR). Each school celebrated their year of learning and practicing kindness with end of year celebrations. Videos of these events will be shared this summer.

For the 2019-20 school year, our principals have emphatically supported the continuance of these "processes" that enable students to build kindness and reduce acts of bullying and violence by recognizing the impact of their words and actions.

Our proposal for 2019-20 includes: all tenth graders participating in a day of "Chain Reaction"; all ninth graders participating in a two hour FOR Club orientation and training; all eighth graders participating in the year two assembly, "Rachel's Legacy"; all seventh graders participating in the middle school "Rachel's Challenge" assembly; one hundred middle school students participating in a FOR club orientation and training; all fifth graders participating in a Rachel's Challenge Assembly; and one hundred students per site participating in a KC club training.

This will reinforce the principles introduced this year and allow students increased experiences to enhance their understanding as they mature. By the end of the trainings in September, all 9<sup>th</sup> – 11<sup>th</sup> graders will have experienced an extended conversation beyond the initial assembly. All 5<sup>th</sup> – 8<sup>th</sup> students will have had a second experience with Rachel's Challenge and follow up on the implementation of the principles on their campuses through the appropriate clubs.

The KC Club and FOR club trainings also include staff and club advisors. These club advisor positions have been prioritized on our campuses and are now included in our stipends' list recently approved by the board. This item has been reviewed by Legal and Purchasing.

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

Teacher stipends were added for the club sponsors to make these clubs a high priority. Marcia Cox thanked the board for considering approving this item as volunteers are already meeting on this to do fundraising, and Rachel's Challenge has the support of our community. Board and Mrs. Asseier thanked all who are helping continue this effort.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.3 Approval of Staff Moving from Non-Continuing to Continuing Status in 2019-20

Mrs. Festa-Daigle recommended that the Governing Board approve the listed staff moving from non-continuing status to continuing status in the 2019-20 school year.

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

Mrs. Festa-Daigle explained that continuing status is reached after a certified staff member has been with the district for three years.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.4 Approval of Oro Grande Classical Academy School Logo

Mr. Bitterman recommended that the Board approve the change of Oro Grande Classical Academy's logo from the Road Runner to the American Bald Eagle.

Oro Grande Classical Academy begins the 2019 – 2020 school year with a new direction and purpose. In adopting a new mascot, Oro Grande Classical Academy will soar to new heights as the Eagles. An Eagle is a symbol of strength, courage and determination. As Oro Grande develops and matures into a Classical Education, pursuing our venture to seek truth in order to discover and act upon what is good and beautiful in life, we choose the Eagle as representation to do so.

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

Mrs. Asseier reported that the Oro Grande name change to Oro Grande Classical Academy has been received by the Arizona Department of Education and will be approved soon for next school year.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.5 Approval of Renewal of Memorandum of Agreement for WACOG Head Start for Provision of Preschool Special Education Services

Mrs. Wolter recommended the Governing Board approve the renewal of the Memorandum of Agreement for WACOG Head Start for the provision of preschool special education services for the period of August 1, 2019, through June 30, 2021.

The *Individuals with Disabilities Education Act (IDEA) 2004 Part B and Head Start Re-Authorization 2007* require Head Start Programs to collaborate with local education agencies to ensure the early identification of preschool students with disabilities and the provision of services in least restrictive environment. Approval of the renewal of the Memorandum of Agreement outlines expectations and guidance that will enable the Lake Havasu Unified School District #1 and WACOG Head Start to continue to work collaboratively to better identify at risk preschool students and provide support and services in least restrictive environment in a cost effective manner.

This agreement has been approved by legal.

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

ROLL CALL VOTE: Roman: YES, Cohen: NO, Aliyar: YES, Masden: YES, Cox: YES

#### 6.6 Approval of Memorandum of Understanding for WACOG Head Start Collaborative Kindergarten Transition Activities

Mrs. Wolter recommended the Governing Board approve the renewal of the Memorandum of Understanding for WACOG Head Start Collaborative Kindergarten Transition Activities for the period of August 1, 2019, through June 30, 2021.

The Improving Head Start for School Readiness Act of 2007 requires Head Start Programs to collaborate with local education agencies to ensure the orderly and smooth transition of children from Head Start into appropriate Kindergarten programs in their local community. Approval of the renewal of the Memorandum of Understanding outlines expectations and guidance that will enable the Lake Havasu Unified School District #1 and WACOG Head Start to continue to work collaboratively to better support students attending Head Start transitioning into kindergarten.

This agreement has been reviewed by legal.

Mr. Masden moved, seconded by Mrs. Roman, to approve 6.6 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: NO, Aliyar: YES, Masden: YES, Cox: YES

#### 6.7 Approval of the High School Student Handbooks for 2019-2020

Mr. Becker recommended the Governing Board approve the 2019-2020 High School Student Handbooks: Lake Havasu High School Student Handbook and Lake Havasu High School Athletic Student Handbook.

A copy of the 2019-2020 Lake Havasu High School Student Handbook and Athletic Student Handbook, along with the changes for 2019-20 was provided electronically to the Governing Board prior to the May 7 board meeting. Revisions to the Governing Board page and the district website links have been made.

Mrs. Cohen moved, seconded by Mrs. Roman, to approve item 6.7 as presented.

Discussion on page 29 of student handbook regarding information that can be released for Directory Information. Mrs. Cohen asked that Mrs. Asseier review the information and follow up on it.

ROLL CALL VOTE: Roman: YES, Cohen: NO, Aliyar: YES, Masden: NO, Cox: YES

#### 6.8 First Presentation/Review of Revision to Policy JK Student Discipline

Mrs. Asseier recommended that the Governing Board approve the first presentation of revised Policy JK Student Discipline.

On April 16, 2019, the Governing Board adopted Parchment, Inc., to provide High School graduates with official transcripts. As part of the adoption, the Board requested that the District's student discipline policy be update to state that no student discipline will be on their transcript.

Mr. Masden moved, seconded by Mrs. Cohen, to approve item 6.8 as presented.

Mrs. Asseier stated that the note section on current transcripts would be cleared. The only item in the note section will be the CPR training when required by the State.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.9 First Presentation/Review of Revision to Policy GCBA Professional Staff Salary Structure May 7, 2019

Mrs. Festa-Daigle recommended that the Board approve the first presentation of revised Policy GCBA - Professional Staff Salary Structure.

In order to be qualified to teach the Gifted and Talented class currently offered at Starline Elementary, teacher must obtain a Gifted Endorsement. Under new Arizona Department of Education Title II rules, LHUSD cannot use Title II to pay for any of the courses. Title II funding is used to pay hard to fill recruitment stipends. This is a critical and difficult to fill position.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.9 as presented.

Mrs. Festa-Daigle stated that the dates for payout will be removed from the policy before the second reading on June 18.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.10 First Presentation/Review of Revision to Policies GCCA Sick Leave, GCCB and GCCB-R Religious Leave, GCCC Leaves of Absence Without Pay, GCD, GDD-R and GDD-E Vacations and Holidays

Mrs. Festa-Daigle recommended that the Governing Board the first presentation of revised Policies GCCA Sick Leave, GCCB and GCCB-R Religious Leave, GCCC Leaves of Absence Without Pay, GCD, GDD-R and GDD-E Vacations and Holidays

Per the auditor's request, LHUSD is seeking to eliminate the awarding of earned time off in increments in which it cannot be taken (GCCA, GCCB and GCCB-R, and GDD-R). By moving to a system that gives time off in half and full day increments, employees will be able to use the time off they have earned. This will also improve our ability to account and track for time earned and used. In addition, we are also seeking approval to round up all time annually for full time employees to the nearest half or full day.

We are also requesting to change how we pay out unused vacation (GCD). There have been a number of employees who have either left this year without giving notice, have been let go due to conduct, or have not worked their final two weeks; yet unused vacation has been paid out.

We have developed a process (GDD-E) for staff who are requesting to work during spring break so they seek approval from the Superintendent. Schools and offices are expected to be closed. This process will ensure we know who is working at schools across the district and to encourage employees to take time off.

Currently, there is nothing formally stating when insurance coverage stops for staff who are out on non-FMLA leave without pay for an extended length of time. The update to Policy GCCC states we will continue coverage for 30 days after non-FMLA leave without pay starts. Employees will then be eligible for COBRA.

This has been reviewed by legal.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.10 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.11 Approval of Vouchers, Student Activity Funds, and Auxiliary Funds

Mrs. Asseier recommended the approval of:

Approval of Vouchers - April and May 2019 will be presented in June for approval.

Student Activity Funds for K-8 for March 2019 / \$38,025.51

Student Activity Funds for 9-12 for March 2019 / \$228,865.96

Auxiliary Funds for March 2019:

Smoketree	\$ 11,169.55
Thunderbolt	\$ 162,720.66
Havasupai	\$ 6,433.93
Starline	\$ 25,034.80
Nautilus	\$ 10,653.20
Oro Grande	\$ 4,741.58
Jamaica	\$ 22,732.38
High School	\$ 547,329.17
District Office	\$ 5,418.18

Mr. Masden moved, seconded by Mrs. Cohen, to approve item 6.11 as presented.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

#### 6.12 Approval to add Language Regarding Surveillance to Elementary, Middle School, and High School Student Handbooks

Mrs. Asseier recommended that the Governing Board approve the addition of the attached language regarding Surveillance to the elementary, middle school, and high school student handbooks.

On January 15, 2019, our district awarded a bid for the design, installation, and maintenance of an IP based video surveillance system at all LHUSD sites. This project will be completed during the summer, 2019. At the conclusion, each site in the district will have the capacity to surveil common and exterior areas of schools in real time and keep video for 14 days.

Our Board Policy ECAA-R addresses the rules regarding video surveillance. However, our video systems have been less than usable in the past and, with the exception of bus videos, have not been a resource to the administration.

Notice of surveillance will be posted at all sites for the 2019-20 school year. However, we recommend that our policy information that may affect students be included in the student handbooks.

Mr. Masden moved, seconded by Mrs. Roman, to approve item 6.12 as presented.

Discussion on per student handbook, students cannot video on campus. Mrs. Cohen would like to review that policy. Mrs. Festa-Daigle stated that the surveillance systems will be completed prior to school starting in August 2019.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

## 7. Informational

### \* Superintendent

- Mrs. Asseier stated that the Math Committee, which included two board members, community members and staff, agreed to recommend a K-6 Singapore Math textbook adoption for board approval at the July 8 board meeting. Dimensions Math Textbooks and Resources (K-6 grade) by Singapore Math Inc., are on public display in the District Office Boardroom for the required 60 days (May 3-July 1) prior to the meeting at which the Board will consider their adoption per District Policy IJJ Textbook/ Supplementary Materials Selection and Adoption. Training will take place over the summer.

- Mrs. Asseier introduced and congratulated the new Thunderbolt Assistant Principal Lindsay Bitterman.

- Mrs. Asseier announced the LHUSD Rookie of the Year – Beka Kent, Oro Grande and Staff Member of the Year – Nurse Tammie Dutton, Thunderbolt. The LHUSD Teacher of the Year will be announced at the Chamber Mixer on May 16 at the Nautical Inn starting at 5:00 p.m.

- Mrs. Asseier thanked our community for the generous Gifts and Donations made to the District.

- End of the school year events include the Evenings of Excellence Awards, Baccalaureate and May 23 High School graduation.

### \* Directors reports: Personnel/Technology

### \* Governing Board Members

## 8. Call to the Public - none

## 9. Communications - The next regular board meeting will be Tuesday, June 18, 2019.

Mrs. Cohen would like to review policies on Directory Information, Student videoing on campus, and students leaving campus during school.

## 10. Adjournment

Mr. Masden moved, seconded by Mrs. Cohen to adjourn at 7:46 p.m.

ROLL CALL VOTE: Roman: YES, Cohen: YES, Aliyar: YES, Masden: YES, Cox: YES

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

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Minutes of the Regular Governing Board meeting of May 7, 2019, are approved as submitted.

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Kathy Cox, Board President

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Lisa Roman, Board Vice President