NOTICE OF PUBLIC MEETING

Pursuant to A.R.S. §38-431.02, notice is hereby given that the Dysart Governing Board will hold a meeting open to the public on the date and day, at the time, and at the location shown below. A copy of the complete agenda with names and details is posted prior to the scheduled meeting during business hours at the Dysart Education Center at 15802 N. Parkview Place, Surprise, AZ 85374 or at www.dysart.org> About Dysart> Governing Board> Meeting Packets.

DYSART UNIFIED SCHOOL DISTRICT
GOVERNING BOARD MEETING AGENDA
REGULAR MEETING
REVISED

TIME:  6:00 p.m. - Wednesday, March 10, 2010
PLACE:  Nathaniel Dysart Education Center, 15802 N. Parkview Place, Surprise, AZ  85374

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Governing Board Secretary at 623-976-7002. Requests should be made as early as possible to allow time to arrange the accommodation.

REGULAR MEETING
Individuals wishing to address the Governing Board must fill out a request form available in the Lobby and turn it in to the Board Clerk, Superintendent or Board Secretary prior to the start of the meeting. Those who have asked to speak will be called upon to address the Board at the appropriate time.

1. Call to Order
   (Members of the Dysart Unified School District Governing Board will attend either in person or by telephone conference call.)

2. JROTC Color Guard and Pledge of Allegiance

3. Approval of the Agenda Form

   It is recommended the Governing Board approve this Agenda Form consistent with Board Policy BEDB and temporarily suspend any Governing Board policy with which this agenda may be inconsistent.

   Motion ______________  Second ________________  Vote __________

4. Summary of Current Events
   • Superintendent
     • Presentations, Recognitions, Celebrations
       • Performance by the Valley Vista High School Choir led by instructor Melani Corley
   • Governing Board
     • Jennifer Tanner
     • April Allen
     • Christine Pritchard
     • Bonnie Schroader
5. Audience with Individuals or Groups

During open session, the Board shall not hear personal complaints against school personnel or any other person connected with the District. Policies KL, KLB and KLD are provided by the Board for disposition of legitimate complaints including those involving individuals. The Board may listen but cannot enter into discussion on any item not on the agenda (except personal criticism). In order to facilitate accomplishing the business of the District in a timely manner, a time limit of three (3) minutes will be imposed for each individual or group addressing the Board. When you approach the podium, please state your name and address for the record.

ACTION ITEMS

MOTION TO APPROVE CONSENT AGENDA ITEMS

It is recommended the Governing Board approve Consent Agenda items as presented.

Motion _____________ Second _____________ Vote _____________

SECTION 2
ACTION/CONSENT

1. Recommendation for Approval to Issue and Release Invitation for Bids for Construction Services

Dr. Roach

2. Recommendation to Approve Personnel Action Items for the Period of February 25, 2010 Through March 10, 2010

Dr. Roach

3. Recommendation for Compensation to Speech Language Pathologists, Occupational Therapists and Physical Therapists Who Cover More Than One School Due to Staff Shortages for the 2009-2010 School Year

Dr. Roach

4. Recommendation to Terminate Employment - Support Staff - 2009-2010 School Year

Dr. Roach

REMOVED FROM THE AGENDA - No Action will be taken on this item.

5. Approval of the Minutes of the Governing Board Meetings Held February 24, 2010 and Attendance of a Quorum of Governing Board Members at the Community Connection Fair and 2nd Annual History Fair

Dr. Pletnick

6. Hearing Officer’s Recommendation(s) Long Term Suspension

Dr. Kellis

7. Overnight Travel for Fifteen Willow Canyon Key Club Members and Two Advisors to Attend the Southwest District Key Club 57th Annual Convention in Tucson, AZ April 8-11, 2010

Dr. Kellis

8. Approval to Consolidate the Media Club with the Skills USA Club at Willow Canyon High School and Change the Name to Skills USA/Media Club at Willow Canyon High School

Dr. Kellis

9. Out of State Travel for One Language Arts Specialist to Attend the 2010 Journalism Education Association/Nation Scholastic Press Association (JEA/NSPA) Spring National High School Journalism Convention in Portland, OR April 15-18, 2010

Dr. Miller

10. Out of State Travel for Six Information Technology Department Employees to Attend the International Society for Technology In Education (ISTE) Conference in Denver, CO, June 27-30, 2010

Mr. Thompson

11. Dispose of Surplus Property

Mr. Thompson

12. Gifts and Donations for February 2010

Mr. Thompson
SECTION 2
ACTION/CONSENT

13. Approval/Ratification of Expense Vouchers 1044 and 1045 in the Amount of $2,119,816.64  Mr. Thompson
14. Approval/Ratification of Payroll Vouchers 37 and 7367 in the Amount of $6,048,732.84  Mr. Thompson

SECTION 3
ACTION/DISCUSSION

15. Recognition of a Parent Support Organization for the 2009-2010 School Year  Mr. Thompson

SECTION 4
INFORMATION

16. Representation by Legal Counsel - Information and Process Through the TRUST Pre-Paid Legal Program  Dr. Pletnick
17. Information on Effective Partnerships and Managing Facilities Used by Outside Groups  Dr. Pletnick
18. Information on the Proposed Consumer Driven Health Plans for the 2010-2011 School Year  Dr. Roach
19. Update on Conversion of the Employee Health Benefit Plan to Self-Funding  Mr. Thompson
20. Strategic Plan Update - Goal 2.B.6 - Assess Customer Service at District Sites and Departments / Goal 2.B.7 - Design and Implement Customer Service Training Programs  Dr. Kellis
21. Information on Strategic Plan Report - Goal 1.A.6 - Evaluate the Working Conditions of the District Utilizing the Dysart teacher Working Conditions Survey  Dr. Miller

REQUESTS FOR FUTURE AGENDA ITEMS

ADJOURNMENT

Motion ____________________  Second __________________  Vote ________
"Exceeding standards, future ready"

GOVERNING BOARD ITEM

AGENDA ITEM: *Recommendation for Approval to Issue and Release Invitation for Bids for Construction Services

Action/Consent X Action/Discussion ___ Information ___ Supporting Data ___
Policy Reference: DJE Cost: $3,250,000 est. Funding Source: Adjacent Ways

EXECUTIVE SUMMARY:

In accordance with School District Procurement Rules in the Arizona Administrative Code (A.C.C.) put into operation by the State Board of Education pursuant to A.R.S. §15-213, the Purchasing Department is recommending that the Governing Board approve the use of a competitive sealed bid to procure construction services for the District to perform the Perryville/Cactus Road Improvements at the Shadow Ridge High School Site.

The decision to require sealed offers was determined by analyzing the cost of the project. The District’s Architect Firm has estimated that the cost for this project will be $3,250,000, which will exceed the formal solicitation limit of $33,689.

A.R.S. §15-213 specifies that the procurement rules shall apply to purchases that exceed $33,689 for the procurement of construction, materials or services. That being the case, the District is required to solicit formal sealed offers. If approved as recommended, the invitation for bid will be released once the plans and specification sheets have been completed by Maricopa County, which at this point is anticipated on May 10, 2010. Once the evaluation is complete, the Purchasing Department will prepare a recommendation for award resulting from the IFB process for Governing Board to approve.

BOARD ACTION REQUESTED:

It is recommended the Governing Board approve the recommendation to issue and release an invitation for bid for construction services for the District.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 1
AGENDA ITEM:  *Recommendation to Approve Personnel Action Items for the Period of February 25, 2010 through March 10, 2010

Action/Consent  X  Action/Discussion  Information  Supporting Data  X
GCBC, GCF, GDI, Policy Reference: GCK, GCQC, GDQ  Cost:  M&O, Title Funds, Funding Source: Grants, IDEA

EXECUTIVE SUMMARY:

It is recommended the Governing Board approve Personnel Actions which include:

15  New Hires (Support Staff, Guest Teachers, and Support Staff Substitutes)
1  Change of Assignment
3  Requests for Annual Leave
9  Resignations
2  Retirements
3  Terminations
135  Supplemental Compensation

Information regarding the personnel action items is attached.

BOARD ACTION REQUESTED:

It is recommended the Governing Board approve personnel actions for February 25, 2010 through March 10, 2010 as presented.

SUBMITTED BY:  SUPERINTENDENT:  
ACTION BY BOARD:  Motion:  Second:  Vote:  AGENDA ITEM:  

Page 1 of 1
NEW HIRES

GUEST TEACHERS

The following Guest Teachers will be paid by M&O per Board Policy.

Alshire, Lydia  Briseno, Jana  Roberson, Theresa

SUPPORT STAFF

<table>
<thead>
<tr>
<th>NAME</th>
<th>SALARY</th>
<th>ASSIGNMENT</th>
<th>FUND</th>
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<tbody>
<tr>
<td>Fields, Brad</td>
<td>$1,943.00 for entire season</td>
<td>Freshman Track Coach - Girls</td>
<td>M&amp;O</td>
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<tr>
<td>Garcia, Raymond</td>
<td>$2,267.00 for entire season</td>
<td>JV Softball Coach</td>
<td>M&amp;O</td>
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<td>Ragan Jr., Robert</td>
<td>$10.43 per hour</td>
<td>Field Technician</td>
<td>Community Schools</td>
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<td>Sapp, Stephanie</td>
<td>$9.45 per hour</td>
<td>Child Care Aide</td>
<td>Community Schools</td>
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<tr>
<td>Smith, Marilyn</td>
<td>$13.36 per hour</td>
<td>Bus Driver</td>
<td>M&amp;O</td>
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<tr>
<td>Sparks, Bobby</td>
<td>$2,915.00 for entire season</td>
<td>Assistant Varsity Softball Coach</td>
<td>M&amp;O</td>
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<td>Sudberry, Daniqueka</td>
<td>$8.77 per hour</td>
<td>Child Care Aide</td>
<td>Community Schools</td>
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<tr>
<td>Ward, Sara</td>
<td>$8.77 per hour</td>
<td>Child Care Aide</td>
<td>Community Schools</td>
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SUPPORT STAFF SUBSTITUTES

The following Support Staff Substitutes will be paid by M&O per Board Policy.

Jackson, Sabrina  Torres, Manuel
Parris, Karen  Wachtmann, Ashley

CHANGE OF ASSIGNMENT

SUPPORT STAFF

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<thead>
<tr>
<th>NAME</th>
<th>OLD ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
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<tbody>
<tr>
<td>Ramos, Sheresa</td>
<td>Child Care Aide</td>
<td>Assistant Child Care Facilitator</td>
<td>Community Schools</td>
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REQUEST FOR ANNUAL LEAVE

CERTIFIED STAFF

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<tr>
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<tr>
<td>La Due, Melanie</td>
<td>Teacher 3rd Grade</td>
<td>07/01/2010 – 06/30/2011</td>
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RESIGNATIONS

CERTIFIED STAFF

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<tbody>
<tr>
<td>Polensky, LeAnn</td>
<td>Personal</td>
<td>2/26/2010</td>
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SUPPORT STAFF

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<tr>
<td>Butler, Ruth</td>
<td>Personal</td>
<td>12/11/2009</td>
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<td>Flaig, Christopher</td>
<td>Personal</td>
<td>2/11/2010</td>
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<td>Jennings, Christine</td>
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<td>2/25/2010</td>
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<td>Gonzalez, Sonia</td>
<td>Personal</td>
<td>3/10/2010</td>
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<tr>
<td>Lehman, Miranda</td>
<td>Other Employment</td>
<td>2/19/2010</td>
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<tr>
<td>McIlwaine, John</td>
<td>Personal</td>
<td>3/2/2010</td>
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<tr>
<td>Morales, Elizabeth</td>
<td>Personal</td>
<td>2/3/2010</td>
</tr>
<tr>
<td>Quezada, Titania</td>
<td>Personal</td>
<td>2/26/2010</td>
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RETIREMENTS

CERTIFIED STAFF

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<tr>
<td>Rao, Bharathi</td>
<td>5/21/2010</td>
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SUPPORT STAFF

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<tbody>
<tr>
<td>Zannini, Marie</td>
<td>3/10/2010</td>
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TERMINATIONS

GUEST TEACHERS

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<tr>
<td>Hemmen, Stephen</td>
<td>Governing Board Policy Violation</td>
<td>February 26, 2010</td>
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SUPPORT STAFF

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<td>Murillo, Deanna</td>
<td>Job Abandonment</td>
<td>2/16/2010</td>
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<tr>
<td>Settle, Jack</td>
<td>Loss of CDL and Bus Driver Endorsement</td>
<td>2/26/2010</td>
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SUPPLEMENTAL COMPENSATION

CERTIFIED 2009-2010

Staff will be paid per MOU through grants for teaching or tutoring.

Aldridge Felan, Breanna M  Gonzalez, Liliana  Swartz, Jessica A
Brown, Michelle W       Harrigan, Sharon A       Turner, Cindi M
Desaulniers, Dean D     Hendrickson, Lindy R   Van Oel, Anna L
Desaulniers, Loretta V  Pendleton, Walter E   West, Ronnie G
Drysdale, Michelle L    Sobelman, Laura L     Sullivan, Steve M
Gonzalez, Elena         

Staff will be paid per MOU for Homebound Instruction.

McGinnis, Lasharon D

Staff will be paid per MOU for High School Coaching assignments.

Frazer, Theron, L (Freshman Track–Boys)  Cornwell, Anson B (Varsity Track–Girls)
Bailey, Ronald R (Freshman Baseball)     Velazquez, Sergio M (Varsity Tennis–Boys)
Martinez, Mark A (Freshman Baseball)     Baker, John K Jr (JV Track–Boys)
Zinter, Mark A (Freshman Baseball)       

Staff will be paid per MOU for Game Supervisor.

Bedolla, Xavier G

Staff will be paid per MOU for Extended School Year Coordinator.

Rose, Shara D

Staff will be paid per MOU for K-8 Extended Day Activities.

Ormsbee, Alicia R

Staff will be paid per MOU for attendance at a Staff Development Class.

Adrian, Laura       Barkley, Sarah       Carrasco, Celia
Altamirano, Annette Bedolla, Torrie      Carrillo, Michael
Americo, Dorothy    Bongiovanni, Robert  Chun-Drew, Donna
Ashby, Jessica      Buchmann, Jacinda    Clark, Charleen
Conant, Ginger  Koenig, Janice  Rede, James
De La Rosa, Linda  Kunz, Kimberly  Roach, Darlene
Deal, Erin  Licoci, Samuel  Rojas, Sylvia
Ebel, Julia  Livingston, Wendy L  Russo, Doris Kathleen
Ehrenstrom, Ashley E  Lopez, Cynthia  Sartor, Roberta
Enriquez, Stefanie  Lopriore, Marnie  Schiff, Emilie
Estes, Marilee  Markoski, Katherine  Scudder, Leigh
Flannigan, Keely  Mendivil, Arthur C  Seay, Ashley
Franco, Marcela  Miller, Hillary  Serafin, Elizabeth
Garrett, Sienna  Millett, Jennifer  Sievert, Kris
Gomez, Dennise  Mitchell, Craig Alex  Steele, Sarah
Harris, Chris  Moore, Bridgett  Swanson, Nicholas K
Hautz, Jimmi  Morrow, Karin  Swedenhjelm, Margaret
Heck, Linda Ellen  Mundstock, Cathy  Theokas, Lewis
Hitchcock, Melissa  Murray, Rachel  Thompson, Dennis
Hudson, Michelle  Neidert, Erin  Turner, Dallas
Isfan, Tabitha  Neumann, Brandi  Ubari, Virginia
Jennings, Gretchen  Olson, Stephanie  Villegas-Cadle, Clarissa
Jones, Jaimi  Ordaiz, Sylvia  Wagher, Elizabeth
Jones, Jody  Orozco, Ernestina  Wagher, Kelley
Jones, San Juana  Parker, Kelly  Williams, Bradley
Juarez, Rudy  Puryear, Ciara  Williams, Carolyn
Kehl, Kathleen  Rahn, Holly  Zwick, Beverly

SUPPORT STAFF 2009-2010

Staff will be paid at their approved hourly rate through Community Ed for President’s Day Camp.

Avitia, Adelaida  Higginbotham, Timi I  Ragan, Jennifer
Caldwell, Megan J  Kokora, Ljubica  Ragan, Sheralynn
Dempsey, Melissa N  Lomeli, Mary I  Soliz, Ofelia
Diaz, Emelinda  Luzzi, Mandy L  Torres, Maricela
Gonzalez, Edna  Ly, Helen  Valle, Sandra C
Guzman, Rosely  Payne, Lewis G

Staff will be paid at their approved hourly rate for additional work hours.

Alexander, Ida  Fousel, Cecilia  Owens, Lauralyn
Blair, April M  Garcia, Mario A.  Steele, Whitney
Dixon, Tia  Marr, Colleen M  Truong, Jola

Staff will be paid at their approved hourly rate through M&O for Translation assignments.

Camacho, Silvia
AGOING BOARD ITEM

Recommendation for Compensation to Speech Language Pathologists, Occupational Therapists and Physical Therapists Who Cover More Than One School Due to Staff Shortages for the 2009-2010 School Year

Policy Reference: BBA
Cost: $238,274.60
Funding Source: IDEA-Basic-Ent

EXECUTIVE SUMMARY:

The following formula is recommended for compensation to Speech Language Pathologists, Occupational Therapists and Physical Therapists who cover more than one school due to staff shortages. The funds can come from the Individuals With Disabilities in Education Act (IDEA-Basic-Ent) grant.

Individual therapists salary ÷ 197 paid days = per diem rate ÷ 8 hours per day = individual hourly rate.

The number of extra hours to be claimed would vary depending on the number of therapists sharing the workload. If one therapist was covering the caseload of two therapists by himself/herself, his/her hourly rate would be multiplied by a maximum of 40 hours per week which is what the missing therapist would have worked. If more than one therapist was covering the extra caseload, the hours would be adjusted accordingly (two therapists covering an extra caseload would each be able to claim maximum of 20 extra hours per week, three therapists 13.3 hours per week, four therapists 10 hours per week, etc.).

BOARD ACTION REQUESTED:

It is recommended the Governing Board approve the compensation to Speech Language Pathologists, Occupational Therapists and Physical Therapists who cover more than one school due to staff shortages.
AGENDA ITEM: *Recommendation to Terminate Employment – Support Staff – 2009-2010 School Year

Action/Consent X Action/Discussion Information Supporting Data

Policy Reference: GDQD Cost: Funding Source:

EXECUTIVE SUMMARY:

Administration is recommending the termination of [NAME] for violation of a directive of a Supervisor, effective March 10, 2010.

BOARD ACTION REQUESTED:

It is recommended the Governing Board approve the termination of [NAME] effective March 10, 2010.

SUBMITTED BY: SUPERINTENDENT:

ACTION BY BOARD: Motion: Second: Vote: AGENDA ITEM: #4

Page 1 of 1
AGENDA ITEM: *Approval of the Minutes of the Governing Board Meetings Held February 24, 2010 and Attendance of a Quorum of Governing Board Members at the Community Connection Fair and 2nd Annual History Fair*

Action/Consent  X  Action/Discussion  ___  Information  ___  Supporting Data  X

Policy Reference:  BEDG  Cost:  N/A  Funding Source:  N/A

EXECUTIVE SUMMARY:

It is recommended the Governing Board approve the minutes of the Regular Meeting held February 24, 2010 and attendance of a Quorum of Governing Board Members at the Community Connection Fair and 2nd Annual History Fair on March 6, 2010. The minutes are attached for Governing Board review and consideration.

BOARD ACTION REQUESTED:

It is recommended the Governing Board approve/ratify the minutes of the Governing Board Meeting(s) held February 24, 2010 and attendance of a quorum of Governing Board Members at the Community Connection Fair and the 2nd Annual Connection Fair.

SUBMITTED BY:  [Signature]  SUPERINTENDENT:  [Signature]

ACTION BY BOARD: Motion: _____  Second: _____  Vote: _____  AGENDA ITEM:  5
I. REGULAR MEETING - GENERAL FUNCTION

1. Ms. Jennifer Tanner, Governing Board President, called the regular meeting to order at 5:00 p.m. Governing Board members constituting a quorum were present; Ms. Jennifer Tanner, Ms. Christine Pritchard, Mrs. April Allen, and Mrs. Bonnie Schroader. Appointment to fill the vacancy is pending.


4. A motion by Tanner/Schroader was entered to approve the Regular Agenda Form and Consent Agenda Form as amended and temporarily suspend any Governing Board Policy with which the agenda may be inconsistent; information item #19 was moved to precede the action/discussion items.

   UNANIMOUS

6. Summary of Current Events
   • Superintendent
     • Led by Teacher Karen Goodman, Riverview ELD Kindergarten students sang and played musical bells. The Surprise and Marley Park 5 th grade combined bands led by Instructor Jack Broughton performed.
     • Classroom Spotlight - A short video was shown to spotlight the success of the ELD kindergarten program at Riverview.
     • Dr. Pletnick reported on attendance at the Dysart High School JROTC Military Ball, District Fine Arts Week, and Meet & Greet activities.
   • Governing Board
     • Jennifer Tanner reported on attendance at the Dysart Elementary School Character Counts Fun Walk and Food Drive, Mother and Son Dance, District Fine Arts Week and Board Candidate Orientation activities.
     • April Allen reported on attendance at the Dysart High School boy’s basketball regional playoff game at the District Fine Arts week activities.
     • Christine Pritchard reported on attendance at the District Fine Arts week activities and acknowledged the fine arts staff for their hard work and commitment to the fine arts program and District students.
     • Bonnie Schroader reported on attendance at Dysart High School and Kingswood fundraisers at Babes and Chic-fil-a, Regional Honor Band Competition at North Canyon High School and the District Fine Arts week activities.
7. Audience with Individuals or Groups
Parents, Ms. Amber Kriess and Ms. Melissa Sweeney, addressed the Governing Board to advocate for the YCOA program sponsored by the District. They shared how YCOA programs are different and not a duplication of City programs. Mr. Rory Hood, YCOA Director, and Ms. Craig Hollingworth, Assistant Director, addressed the Governing regarding the same concerns and to advocate for the program sponsored by the District.

Willow Canyon High School Parent Ms. Michele Belsan addressed the Governing Board with concerns regarding the parent support group, “Behind the Scenes”. Ms. Belsan reported she thought there would be an item on the agenda to approve the parent group so they could plan for events on campus.

**ACTION/CONSENT**

A motion by Tanner/Pritchard was entered to approve the Consent Agenda items as presented.

1. **Recommendation for Approval to Issue and Release Invitation for Bids for Ground and Field Supplies**
   Approved the purchasing department to issue and release an invitation for Bid for ground and field supplies for the 2010-2011 school year.
   
   UNANIMOUS

2. **Recommendation to Approve the Issue and Release of a Request for Proposal for Janitorial/Custodial Services for the 2010-2011 School Year**
   Approved
   
   UNANIMOUS

3. **Recommendation to Approve Personnel Action Items for the Period of February 11, 2010 through February 24, 2010**
   Approved. Appendix A
   
   UNANIMOUS

4. **Approval of the Minutes of the Governing Board Meetings Held February 24, 2010 and Attendance of a Quorum of the Governing Board at the January 20, 2010 Surprise Regional Chamber of Commerce Copper Sun Awards Dinner**
   Approved/Ratified

   UNANIMOUS

5. **Hearing Officer’s Recommendation(s) Long Term Suspension**
   Accepted the Hearing Officer’s recommendation to long-term suspend student(s) in the matter of Student Discipline Hearings HOR0910-058, HOR0910-059 and HOR0910-060.

   UNANIMOUS

6. **Approval of the Russian Club at Valley Vista High School**
   Approved

   UNANIMOUS

7. **Out of State Travel for Fourteen Valley Vista High School Dance Company Students, One Advisor and One Staff Chaperone to Attend the L.A. Dance 2010 in Los Angeles, CA, April 9-10, 2010**
   Approved

   UNANIMOUS
8. Out of State Travel for Sixteen Willow Canyon High School TV/Broadcast Production and Student Film Making Students and Two Sponsor/Chaperones to Attend the Student Television Network Convention in Anaheim, CA, March 2-7, 2010
   Approved
   UNANIMOUS

9. Out of State Travel for One Valley Vista High School Teacher to Attend the T^3 International Conference in Atlanta, GA, March 3-7, 2010
   Approved
   UNANIMOUS

10. Out of State Travel for One (AZCITE) Arizona Career and Technical Education Fellows Member from Willow Canyon High School to Attend the 2010 ASTE National Policy Seminar in Washington, DC, March 8-10, 2010
    Approved
    UNANIMOUS

11. Out of State Travel for One Career and Technical Education Teacher from Willow Canyon High School to Attend the 2010 Photoshop World Conference and Exposition in Orlando, FL, March 23-26, 2010
    Approved
    UNANIMOUS

12. Overnight Travel of Twenty Dysart High School NJROTC Cadets, One Instructor and Two Staff Chaperones to Attend the Spring Encampment in Oracle, AZ, March 28-31, 2010
    Approved
    UNANIMOUS

13. Recommendation for Approval to Dispose of Surplus Property
    Approved
    UNANIMOUS

14. Extra Curricular Tax Credit Fund and Student Activities Fund Reports for the Month of January 2010
    Accepted
    UNANIMOUS

15. Approval/Ratification of Expense vouchers 1041, 1042 and 1043 in the Amount of $3,096,901.71
    Approved/Ratified
    UNANIMOUS

16. Approval/Ratification of Payroll Vouchers 35, 7365, 36 and 7366 in the Amount of $4,093,865.67
    Approved/Ratified
    UNANIMOUS

ACTION/DISCUSION

17. Recommendation for Approval of School Facilities Board (SFB) American Recovery and Reinvestment Act (ARRA) Energy Efficiency Grant Application Terms
    A motion by Tanner/Schroader was entered to approve the School Facilities Board (SFB) American Recovery and Reinvestment Act (ARRA) Energy Efficiency Grant Application terms.
    UNANIMOUS
18. Revision of Governing Board Policy BEDBA - Agenda Preparation and Dissemination - Second Reading
After discussion, a motion by Tanner/Allen was entered to adopt revision of Governing Board Policy BEDBA - Agenda Preparation as entered. UNANIMOUS
Revision of policy BEDBA requires Board members to submit, in writing, requests to place an item on the agenda. The submittal form or exhibit will be revised to include identification of the Strategic Plan Goal Area addressed by the written request.

INFORMATION

   Mr. Scott Thompson reported the District is participating in the ARRA Energy Efficiency Grant Program. The District has been working with Trane Inc. to develop a scope of work to reduce the districts energy consumption. The proposal submitted has the potential to save the District over $1 million dollars per year. The grant process is a multi-step process which begins with the District developing and submitting a scope of work and ends with the District committing to the projects. The first step has been completed; the District developed a proposal and was approved by SFB to move ahead. The next step will involve the signing of an “Letter of Commitment” which will begin a process called an Investment Grade Audit (IGA). The IGA is intended to prove the energy savings in the scope of work can actually be achieved before work begins. The IGA is estimated to cost $125,000. Currently the “Letter of Commitment” is under legal review and will be presented to the Governing Board once the review is complete. The “Letter of Commitment” will result in one of three outcomes:
1. The SFB reviews the audit and decides not to proceed with the projects. At this point the SFB would pay for the IGA and the grant process would end.
2. The SFB reviews the IGA and approves the District to move to the next step of the grant process, but the District does not agree to move forward. At this point the District would be responsible for the cost of the IGA.
3. The SFB and the District agree to proceed to the next step in the Grant process. At this point the cost of the IGA would be rolled into the overall cost of the projects.

Finally, the District will enter into a Performance Contract with Trane to complete this project. The Performance Contract will involve Trane guaranteeing the energy savings so these savings can be used to pay off the financing used to purchase the equipment.

20. Strategic Plan Update: Goal 4.B.5 - Implement the Parent and Student Nutrition Advisory Team that Participates in District Food Services Decisions
   Dr. Pletnick reported the Nutrition Advisory Team consisting of parents and students has been implemented and will meet bi-annually to participate in district food service decisions. One project the committee recommended is to survey and gather feedback from the high school population to address concerns in the cafeteria and snack bar. Questions were devised to gather input regarding quality, price, timeliness and overall satisfaction with the food and nutrition products. Appendix B

21. Agenda Input for Meeting of the Governing Board and City of Surprise Appointed Liaisons
   The following items were discussed as agenda items: 1) positive partnerships; 2) needs within community; 3) guidelines used for sponsorships; 4) fees paid to City Parks and Recreation by District students who are not Surprise residents; and 5) official list of what is waived.
REQUESTS FOR FUTURE AGENDA ITEMS - NONE

BOARD CORRESPONDENCE - NONE

ADJOURNMENT
On a motion entered by Tanner/Schroader and by a unanimous vote, the meeting ended at 7:47 p.m.

Signed: Date:

_________________________ March 10, 2010

UNCONFIRMED
DYSART UNIFIED SCHOOL DISTRICT #89

MINUTES: Attendance of a Quorum at Community Connection Fair and 2nd Annual History Fair at Valley Vista High School

2009-2010 March 6, 2010 Location: Valley Vista High School

I. EVENT MINUTES

1. A quorum of Governing Board Members namely; Ms. Jennifer Tanner, Ms. Christine Pritchard, Mrs. April Allen and Mrs. Bonnie Schroader, may have convened to participate in scheduled events at the Community Connection Fair and 2nd Annual History Fair on Saturday, March 6, 2010 at Valley Vista High School.

3. Governing Board members were present to participate in the Community Connection Fair activities and view projects submitted for judging for the 2nd Annual History Fair.

Signed: __________________________ Date: __________________________

________________________________ March 16, 2010
AGENDA ITEM: *Hearing Officer’s Recommendation(s) Long Term Suspension

Action/Consent X Action/Discussion ___ Information ___ Supporting Data ___

Policy Reference: JIC, JICG, JICF, JICH, JICI Cost: N/A Funding Source: N/A

EXECUTIVE SUMMARY:

Hearing Officer for the Dysart Unified School District conducted discipline hearings for violation of Governing Board Policy JIC, JICG, JICF, JICH, JICI and the student “Informational Handbook” and recommends the student(s) in the matter of Student Discipline Hearing(s) listed be long term suspended.

The recommendation(s) is/are made for Student Discipline Hearing(s):

HOR0910-061
HOR0910-062
HOR0910-063
HOR0910-064
HOR0910-065

BOARD ACTION REQUESTED:

It is recommended the Governing Board accept the Hearing Officer’s recommendation to long-term suspend student(s) in the matter of Student Discipline Hearing(s) HOR0910-061, HOR0910-062, HOR0910-063, HOR0910-064 and HOR0910-065.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: _____
## HEARING OFFICER'S RECOMMENDATION(S)

<table>
<thead>
<tr>
<th>DISCIPLINE HEARING NO.</th>
<th>HEARING DATE</th>
<th>HEARING OFFICER</th>
<th>SCHOOL</th>
<th>CHARGES</th>
<th>HEARING OFFICER'S ORDER</th>
<th>TERM</th>
<th>ASSIGNMENT TO ALTERNATIVE PROGRAM</th>
<th>RETURN TO SCHOOL</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOR0910-061</td>
<td>2/22/2010</td>
<td>Barbara Surloff</td>
<td>ELMES</td>
<td>Theft</td>
<td>Long-Term Suspension</td>
<td>1 Add'l Day</td>
<td>n/a</td>
<td>3/1/2010</td>
</tr>
<tr>
<td>HOR0910-062</td>
<td>2/22/2010</td>
<td>Barbara Surloff</td>
<td>VVHS</td>
<td>Gang Activity &amp; Weapon Possession</td>
<td>Long-Term Suspension</td>
<td>Remainder of 09-10 Sch Yr</td>
<td>n/a</td>
<td>6/1/2010</td>
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<tr>
<td>HOR0910-063</td>
<td>2/26/2010</td>
<td>Barbara Surloff</td>
<td>RVS</td>
<td>Assault</td>
<td>Long-Term Suspension</td>
<td>Remainder of 09-10 Sch Yr</td>
<td>n/a</td>
<td>8/2010</td>
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<tr>
<td>HOR0910-064</td>
<td>2/26/2010</td>
<td>Barbara Surloff</td>
<td>LUKE</td>
<td>Drug Use</td>
<td>Long-Term Suspension</td>
<td>Remainder of 09-10 Sch Yr</td>
<td>n/a</td>
<td>8/2010</td>
</tr>
<tr>
<td>HOR0910-065</td>
<td>2/26/2010</td>
<td>Barbara Surloff</td>
<td>VVHS</td>
<td>Illicit Drug/Tobacco Possession/Use</td>
<td>Long-Term Suspension</td>
<td>Remainder of 09-10 Sch Yr</td>
<td>n/a</td>
<td>6/1/2010</td>
</tr>
</tbody>
</table>
AGENDA ITEM: *Overnight Travel for Fifteen Willow Canyon Key Club Members and Two Advisors to Attend the Southwest District Key Club 57th Annual Convention in Tucson, AZ, April 8-11, 2010

Action/Consent X Action/Discussion ______ Information ______ Supporting Data ______
Policy Reference: IJOA, EEB-R Cost: $5,100.00 Funding Source: Student Contribution and Key Club Funds

EXECUTIVE SUMMARY:

WHO: Fifteen Willow Canyon High School Key Club members and two advisors, Ms. Anna Flores and Mr. Robert Catten.

WHAT: Southwest District Key Club 57th Annual Convention

WHEN: April 8-11, 2010

WHERE: Palo Verde Holiday Inn, Tucson, AZ

WHY: The annual conference is where all District officers are elected, district awards are judged and awarded and where the 2010-2011 officers will receive training.

COST: The approximate cost of $5,100.00 includes lodging, five meals, transportation, convention t-shirt and pin plus all conference materials. The club will pay all expenses for advisors and transportation costs. Key Club members will contribute $300.00 towards the cost of the travel. Students will travel to Tucson via white bus.

BOARD ACTION REQUESTED:
It is recommended that the Governing Board approve the overnight travel of fifteen Willow Canyon High School Key Club Members and two advisors to attend the Southwest District Key Club 57th Annual Convention in Tucson, AZ, April 8-11, 2010.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]
ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: _____
Dysart Unified School District
March 10, 2010

"Exceeding standards, future ready"

GOVERNING BOARD ITEM

AGENDA ITEM: *Approval to Consolidate The Media Club With the Skills USA Club at Willow Canyon High School and Change the Name to Skills USA/Media Club at Willow Canyon High School

<table>
<thead>
<tr>
<th>Action/Consent</th>
<th>Action/Discussion</th>
<th>Information</th>
<th>Supporting Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Policy Reference: JJA  Cost: $0.00  Funding Source: No funding needed

EXECUTIVE SUMMARY:

WHO: Open to all Willow Canyon High School students

WHAT: Consolidate the Media Club with the Skills USA Club

WHEN: Bi-weekly or as needed

WHERE: Willow Canyon High School

WHY: To consolidate the Willow Canyon High School Media Club with the Skills USA Club and change the name to Skills USA/Media Club at Willow Canyon High School.

COST: $0.00

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve the consolidation of the Media Club with the Skills USA Club at Willow Canyon High School and change the name to Skills USA/Media Club at Willow Canyon High School.

SUBMITTED BY: [Signature]  SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion:  Second:  Vote:  AGENDA ITEM: 8
"Exceeding standards, future ready"

GOVERNING BOARD ITEM

AGENDA ITEM: *Out of State Travel for One Language Arts Specialist to Attend the 2010 Journalism Education Association/Nation Scholastic Press Association (JEA/NSPA) Spring National High School Journalism Convention in Portland, OR, April 15-18, 2010

Action/Consent X Action/Discussion ___ Information ___ Supporting Data ___
Policy Reference: EEB-R Cost: $ 0 Funding Source: JEA/NSPA

EXECUTIVE SUMMARY:

WHO: Mrs. Peggy Gregory, Language Arts Specialist

WHAT: 2010 JEA/NSPA Spring National High School Journalism Convention

WHEN: April 15-18, 2010

WHERE: Portland, Oregon

WHY: Mrs. Gregory will be a presenting for the Mentor Forum for National Journalism Education Association and will be judging for the onsite national writing contest. The conference will also provide the opportunity to learn from other professionals about convergence journalism.

COST: No cost to the district. Transportation and lodging to be paid for by the conference.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve the out of state travel for one Language Arts Specialist to attend the 2010 Journalism Education Association/Nation Scholastic Press Association (JEA/NSPA) Spring National High School Journalism Convention in Portland, OR, April 15-18, 2010.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: _____

Page 1 of 1
AGENDA ITEM: *Out of State Travel for Six Information Technology Department Employees to Attend the International Society for Technology in Education (ISTE) Conference in Denver, CO, June 27-30, 2010

Action/Consent X Action/Discussion ___ Information ___ Supporting Data ___

Policy Reference: EEB-R Cost: $7,300.00 approx. Funding Source: ARRA Title II-D Grant & Title II-D Technology Grant

EXECUTIVE SUMMARY:

WHO: Evan Allred, David Beard, Melodie Brewer, Cristy Diaz, James Ehrenstrom and Jonathan McMahon.

WHAT: ISTE 2010 Annual Conference

WHEN: June 27-30, 2010

WHERE: Denver, Colorado

WHY: Attendees to this year’s International Society for Technology in Education (ISTE) Conference in Denver, Colorado will have the opportunity to share best practices in educational technology by presenting and attending conference sessions. Melodie Brewer, Cristy Diaz, Jonathan McMahon and James Ehrenstrom, have been accepted to present two separate sessions. This conference provides opportunities for sharing knowledge, creating collaborative partnerships with others and exposure to new technologies, strategies and best practices.

COST: The approximate cost of $7,300.00 includes registrations, airfare, transportation, lodging and meals. All expenses will be paid by the ARRA Title II-D and Title II-D Technology grants.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve six (6) Information Technology Department employees to attend the International Society for Technology in Education (ISTE) Conference in Denver, CO, June 27-30, 2010.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 10
AGENDA ITEM:  *Recommendation for Approval to Dispose of Surplus Property

Action/Consent  X   Action/Discussion   ___   Information   ___   Supporting Data   ___
Policy Reference:  DJE   Cost:  N/A   Funding Source:  N/A

EXECUTIVE SUMMARY:

The District has accumulated obsolete and outdated equipment. These items no longer work or no longer meet the District’s standard and/or need. The items include a tripod, dust collector units, 60,000 lb press, wood lathe, grinding station for wood shop, wheel alignment arms, wheel alignment cabinet, and an autoscan electrical engine display. Items will be disposed of in accordance with the Arizona Revised Statutes. All proceeds will be returned to the District.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve the Disposal of Surplus Property.

SUBMITTED BY:  [Signature]  SUPERINTENDENT:  [Signature]

ACTION BY BOARD:  Motion:  _____ Second:  _____ Vote:  _____ AGENDA ITEM:  11
**AGENDA ITEM:** *Gift and Donations for the Month of February 2010*

<table>
<thead>
<tr>
<th>Action/Consent</th>
<th>Action/Discussion</th>
<th>Information</th>
<th>Supporting Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Policy Reference:** KCD  
**Cost:** N/A  
**Funding Source:** N/A

---

**EXECUTIVE SUMMARY:**
**Supporting Premises:**

### Business, Community, and Non-Profit Donations

<table>
<thead>
<tr>
<th>Donor</th>
<th>Item</th>
<th>School/Dept</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>D M Mitchell – Doctors Bandaid LLC</td>
<td>Cash</td>
<td>Valley Vista HS Athletics</td>
<td>75.00</td>
</tr>
<tr>
<td>Arthur F. Molay</td>
<td>Computer System and Printer</td>
<td>Information Technology</td>
<td>150.00</td>
</tr>
<tr>
<td>Melinda Purin</td>
<td>Clothing, toys, appliances &amp; tables</td>
<td>Family Resource Center</td>
<td>200.00</td>
</tr>
<tr>
<td>Nikkol Krug – Scentsy</td>
<td>Cash</td>
<td>Dysart Early Childhood EC</td>
<td>80.00</td>
</tr>
<tr>
<td>Lyman Herb</td>
<td>Evette master wood clarinet series</td>
<td>Western Peaks Band Program</td>
<td>300.00</td>
</tr>
<tr>
<td>Lyman Herb</td>
<td>Evette Tenor Saxophone student model</td>
<td>Western Peaks Band Program</td>
<td>500.00</td>
</tr>
<tr>
<td>Lyman Herb</td>
<td>Vespro alto saxophone student model</td>
<td>Western Peaks Band Program</td>
<td>400.00</td>
</tr>
<tr>
<td>Lyman Herb</td>
<td>Evette student flute</td>
<td>Western Peaks Band Program</td>
<td>250.00</td>
</tr>
<tr>
<td>Lyman Herb</td>
<td>Student alto saxophone</td>
<td>Western Peaks Band Program</td>
<td>250.00</td>
</tr>
<tr>
<td>Chris White – Valley Hoops Ladies Basketball Booster</td>
<td>Cash</td>
<td>Valley Vista HS</td>
<td>310.00</td>
</tr>
<tr>
<td>Abiti – Consolidated Corp. Recycling Div.</td>
<td>Cash</td>
<td>Dysart HS</td>
<td>18.46</td>
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<tr>
<td>Countryside PTO</td>
<td>Cash</td>
<td>Countryside Elementary</td>
<td>200.00</td>
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<tr>
<td>Kathleen Miller</td>
<td>Books</td>
<td>Countryside Elementary</td>
<td>100.00</td>
</tr>
<tr>
<td>Katherine Bower – Wells Fargo Foundation Educational Matching Gift</td>
<td>Cash</td>
<td>Valley Vista HS - Boys Volleyball</td>
<td>140.00</td>
</tr>
<tr>
<td>All Saints of the Desert</td>
<td>Cash</td>
<td>Family Resource Center</td>
<td>16.05</td>
</tr>
</tbody>
</table>

**BOARD ACTION REQUESTED:**

It is recommended that the Governing Board approve acceptance of gifts and donations and authorize letters of appreciation to the donors.

---

**SUBMITTED BY:**  
**SUPERINTENDENT:**  
**ACTION BY BOARD:** Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: _____
### Donors and Items Donated

<table>
<thead>
<tr>
<th>Donor</th>
<th>Item</th>
<th>School/Dept</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janette Quiroz</td>
<td>Books</td>
<td>Riverview School</td>
<td>120.00</td>
</tr>
<tr>
<td>West Valley Arts Council</td>
<td>Cash</td>
<td>Mountain View School</td>
<td>175.00</td>
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<tr>
<td>Elena Stuart</td>
<td>Books</td>
<td>Countryside Library</td>
<td>400.00</td>
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<tr>
<td>Manny’s Lawn Care Service</td>
<td>Cash</td>
<td>Desert Moon School – sports</td>
<td>45.00</td>
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<tr>
<td>Alfredo Fuentes – Walmart</td>
<td>Cash</td>
<td>Valley Vista HS – Wrestling Club</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Steve and Kristine Peterbin</td>
<td>Wooden Play Food</td>
<td>Sonoran Heights Elementary</td>
<td>250.00</td>
</tr>
<tr>
<td>Katherine Bower – Wells Fargo Foundation</td>
<td>Cash</td>
<td>Valley Vista HS – Boys Volleyball</td>
<td>120.00</td>
</tr>
<tr>
<td>Education Matching Gift</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Katherine Bower – Wells Fargo Foundation</td>
<td>Cash</td>
<td>Valley Vista HS – Boys Volleyball</td>
<td>120.00</td>
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<tr>
<td>Education Matching Gift</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anna Tamayo</td>
<td>Cash</td>
<td>El Mirage Elementary</td>
<td>400.00</td>
</tr>
<tr>
<td>Luke Student Council</td>
<td>Trophy Case</td>
<td>Luke Elementary</td>
<td>2,092.91</td>
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<tr>
<td>Kurt Palmer – Musco Sports Lighting, LLC</td>
<td>Cash</td>
<td>Dysart High – Don Sauter Scholarship</td>
<td>280.00</td>
</tr>
<tr>
<td>Carl Paddock</td>
<td>Nine (9) sets of used golf clubs</td>
<td>Willow Canyon HS Golf teams</td>
<td>310.00</td>
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<tr>
<td>Western Peaks PTO</td>
<td>Cash</td>
<td>Western Peaks Elementary</td>
<td>2,271.74</td>
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<tr>
<td>Courtney Bullock – Wells Fargo Community</td>
<td>Cash</td>
<td>Western Peaks Elementary</td>
<td>70.00</td>
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<tr>
<td>Support Campaign</td>
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<tr>
<td>Jim Cromwell</td>
<td>Books (60 hardbound)</td>
<td>Willow Canyon HS</td>
<td>1,200.00</td>
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<tr>
<td>Sunset Hills PTO</td>
<td>Cash</td>
<td>Sunset Hills Elementary</td>
<td>520.00</td>
</tr>
<tr>
<td>John Sybenga</td>
<td>Computer Monitor</td>
<td>Information Technology</td>
<td>50.00</td>
</tr>
<tr>
<td>Michael McNutt</td>
<td>Bicycles (3)</td>
<td>Riverview School</td>
<td>110.00</td>
</tr>
<tr>
<td>Rachel Pechauer – Lutheran Thrift Shop</td>
<td>Books</td>
<td>Thompson Ranch Elementary Library</td>
<td>275.00</td>
</tr>
<tr>
<td>Jean-Marie Seidl – G &amp; W Electric Co.</td>
<td>Cash</td>
<td>Dysart High – Don Sauter scholarship</td>
<td>250.00</td>
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<tr>
<td>Lorena Orlanos Donohue</td>
<td>Cash</td>
<td>Dysart High – AVID scholarship</td>
<td>50.00</td>
</tr>
</tbody>
</table>

**Cash donations:** $6,141.25  
**Estimate of non-cash donations:** $6,957.91

### Developer Donations Agreement Obligations:

- Richmond American - $4000.00  
- Developer Donations: $4,000.00

### BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve acceptance of gifts and donations and authorize letters of appreciation to the donors.

---

**SUBMITTED BY:**  
**SUPERINTENDENT:**

**ACTION BY BOARD:** Motion:  
Second:  
Vote:  
**AGENDA ITEM:** 12
AGENDA ITEM: *Approval/Ratification of Expense Vouchers 1044 and 1045 in the Amount of $2,119,816.64

EXECUTIVE SUMMARY:

<table>
<thead>
<tr>
<th>DATE</th>
<th>VOUCHER #</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>02-11-2010</td>
<td>1044</td>
<td>$1,143,806.32</td>
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<tr>
<td>02-18-2010</td>
<td>1045</td>
<td>976,010.32</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>$2,119,816.64</td>
</tr>
</tbody>
</table>

BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve/ratify expense vouchers 1044 and 1045 in the amount of $2,119,816.64.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 13
DYSART UNIFIED VOUCHER

Voucher No: 1044 Voucher Date: 02/11/2010 Prepared By: Cochran 2/11/10

DYSART UNIFIED is hereby authorized to draw warrants against DYSART UNIFIED funds for the sum of $1,143,806.32 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2009 to June 30, 2010 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___ was approved at a public meeting of the governing board on ______ (A.R.S. 15-304), or ___ will be ratified at the next regular or special meeting of the governing board on ______ in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

JENNIFER TANNER PRESIDENT

APRIL ALLEN CLERK

WILLIAM B LIPSCOMB MEMBER

CHRISTINE PRITCHARD MEMBER

BONNIE SCHROADER MEMBER

DYSART UNIFIED

<table>
<thead>
<tr>
<th>Fund</th>
<th>Description</th>
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<td>001</td>
<td>MAINTENANCE AND OPERATION</td>
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<td>101</td>
<td>TITLE I (FY09-10)</td>
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<td>150</td>
<td>TITLE III ENG LAND ACQUISITION (2008-09)</td>
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<tr>
<td>220</td>
<td>IDEA - BASIC-ENT</td>
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<tr>
<td>260</td>
<td>CTE BASIC GRANT</td>
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<td>290</td>
<td>MEDICAID REIMBURSEMENTS</td>
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<td>351</td>
<td>21st CENTURY COMM LRN (DHS &amp; DES)</td>
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<tr>
<td>352</td>
<td>21ST CENTURY AFTER SCHOOL LEARNING CENTERS</td>
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<tr>
<td>Fund</td>
<td>Description</td>
<td>Amount</td>
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<td>-------</td>
<td>-------------------------------------------------------</td>
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<tr>
<td>377</td>
<td>SAFE SCHOOLS/HEALTHY STUDENTS (2008-09)</td>
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<td>510</td>
<td>FOOD SERVICE</td>
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<tr>
<td>515</td>
<td>CIVIC CENTER</td>
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**Total:** $1,143,806.32
DYSART UNIFIED VOUCHER

Voucher No: 1045        Voucher Date: 02/18/2010        Prepared By: [Signature]

DYSART UNIFIED is hereby authorized to draw warrants against DYSART UNIFIED funds for the sum of $976,010.32 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2009 to June 30, 2010 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___ was approved at a public meeting of the governing board on ____________ (A.R.S. 15-304), or __x__ will be ratified at the next regular or special meeting of the governing board on ____________ in accordance with the procedures of A.R.S. 15-321. All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

[Signature]

JENNIFER TANNER         PRESIDENT
APRIL ALLEN            CLERK
WILLIAM B LIPSCOMB    MEMBER
CHRISTINE PRITCHARD   MEMBER
BONNIE SCHROADER      MEMBER

DYSART UNIFIED

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**Total:** $976,010.32
Dysart Unified School District March 10, 2010 Regular Governing Board Meeting

"Exceeding standards, future ready"

GOVERNING BOARD ITEM

AGENDA ITEM: *Approval/Ratification of Payroll Vouchers 37 and 7367 in the Amount of $5,048,732.84

Action/Consent X Action/Discussion ___ Information ___ Supporting Data X

Policy Reference: DK-E Cost: N/A Funding Source: N/A

EXECUTIVE SUMMARY:

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BOARD ACTION REQUESTED:

It is recommended that the Governing Board approve/ratify payroll vouchers 37 and 7367 in the amount of $5,048,732.84.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 14
DYSART UNIFIED VOUCHER

Voucher No: 37  Voucher Date: 02/19/2010 Prepared By:  

DYSART UNIFIED is hereby authorized to draw warrants against DYSART UNIFIED funds for the sum of $228,083.80 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2009 to June 30, 2010 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, that teachers, substitute teachers and administrators whose salaries are claimed herein are legally certified during the fiscal year covering this pay period and that the services herein represented have been received and that the claim: ☐was approved at a public meeting of the governing board on __________ (A.R.S. 15-304), or ☐will be ratified at the next regular or special meeting of the governing board on __________ in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

JENNIFER TANNER  PRESIDENT

APRIL ALLEN  CLERK

WILLIAM B LIPSCOMB  MEMBER

CHRISTINE PRITCHARD  MEMBER

BONNIE SCHROADER  MEMBER

DYSART UNIFIED

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$228,083.80
DYSART UNIFIED VOUCHER

Voucher No: 7367  Voucher Date: 02/12/2010  Prepared By: [Signature]

DYSART UNIFIED is hereby authorized to draw warrants against DYSART UNIFIED funds for the sum of $4,820,649.04 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2009 to June 30, 2010 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___ was approved at a public meeting of the governing board on __________ (A.R.S. 15-304), or, X will be ratified at the next regular or special meeting of the governing board on __________ in accordance with the procedures of A.R.S. 15-321. All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

[Signature]

JENNIFER TANNER  PRESIDENT

APRIL ALLEN  CLERK

WILLIAM B LIPSCOMB  MEMBER

CHRISTINE PRITCHARD  MEMBER

BONNIE SCHROADER  MEMBER

DYSART UNIFIED

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AGENDA ITEM: Recognition of a Parent Support Organization for the 2009-2010 School Year

Action/Consent   Action/Discussion   X   Information   Supporting Data
Policy Reference: DB   Cost: N/A   Funding Source: N/A

EXECUTIVE SUMMARY:

The following parent support organization has submitted formal paperwork for recognition of their newly formed organization by the Governing Board.

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<th>Type of Organization</th>
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<td>Willow Canyon</td>
<td>In the Spotlight/Behind the Scenes</td>
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BOARD ACTION REQUESTED:

It is recommended that the Governing Board recognize the listed parent support organization for the 2009-2010 school year.

SUBMITTED BY: [Signature]  SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion:   Second:   Vote:   AGENDA ITEM: 15
AGENDA ITEM: Representation by Legal Counsel - Information and Process Through the TRUST Pre-Paid Legal Program

Action/Consent ___ Action/Discussion ___ Information/Discussion X Supporting Data X

Policy Reference: DJE Cost: N/A Funding Source: N/A

EXECUTIVE SUMMARY:

A representative of the TRUST will present information regarding the following areas:

1. Governing Board Legal Representation
2. Legal Representation for Administrative Work
3. Legal Representation for Litigation Covered by the TRUST

BOARD ACTION REQUESTED: Information item for discussion.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 16
"Exceeding standards, future ready"

GOVERNING BOARD ITEM

AGENDA ITEM: Information on Effective Partnerships and Managing Facilities Used by Outside Groups

Action/Consent ___  Action/Discussion ___  Information/Discussion X  Supporting Data X

Policy Reference: CBA  Cost: N/A  Funding Source: N/A

EXECUTIVE SUMMARY:

This item will share information from the AASA Conference on productive partnerships that contribute to school’s mission to support student success. In addition, Dr. Pletnick will present information from a second session attended on Managing Facilities used by Outside Groups.

This information can help build a foundation for review of how we move forward on establishing, building and managing partnerships.

BOARD ACTION REQUESTED: Information item for discussion.

SUBMITTED BY:  

SUPERINTENDENT:  

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 17
Guidelines for Cost Recovery for Community Use of Schools

1) Adopt the characteristics of successful districts. The districts most successful with community use have these common elements:
   - A single coordinator and point of contact for the district communicates with principals and the community on community use.
   - Community use groups are separated into categories to be treated appropriately for charging.
   - An events calendar is available on the website for community and district employees to see.
   - A detailed facility use policy describes the conditions for use.
   - A request for use form is available online to request usage. That form, once approved and signed, becomes the contract for usage.
   - A detailed fee table is available for users to estimate cost of usage.

2) Make facility use information easy to find. Have a tab for “Community” on the school district website homepage that will take the user to a “Facility Rental” page with:
   - Point of contact to include:
     1. Name
     2. Department
     3. Title
     4. Phone number
     5. Email address
     6. Mailing address
   - Description of the community use program
   - Links to take them to:
     1. Facility use policy
     2. Request for use form
     3. Rate sheet with group type categories

3) Management of Community Use is complex and requires an automated system. Implement SchoolDude facility scheduling and invoicing software that automates the cost recovery function. The school districts interviewed to compile this information use FSDirect, Community Use, and ConnectScheduleStar software from SchoolDude.com.

4) Define the relationship between the district and the schools. Make sure principals, teachers, and school staffs understand the importance of cost recovery to the district budget. A communication from the superintendent and/or school board to endorse cost recovery helps achieve buy-in for the program.

5) Define a board-approved automated fee escalation policy, and communicate the policy and fee changes to the public on the district website.
School District Facility Use Policy Template

Our District welcomes the use of the school facilities by the community for purposes directly related to the educational, civic, cultural, recreational and social life of the community. We recognize that the primary purpose of school facilities is to implement District instructional, extracurricular, and school-sponsored programs and that other usage shall not interfere with these programs.

While our schools are established for the primary purpose of facilitating the instructional programs of the District for our students, the buildings in our District are available for use after regular school hours and weekends for many types of activities.

Permission to use facilities shall be allowed at the discretion of the District and will be given with the understanding that the user assumes full financial responsibility and liability for actions of attendees, care of equipment and protection of school property.

Programs and activities of users must be of a nature suitable for a public school, must be lawful and must conform to all of the policies of the District.

Who May Use the Facilities

Established organizations within the District (P.T.A.s, booster groups, governmental and quasi-governmental public service bodies, religious, business/industrial organizations) serving the residents of the District may apply to use school facilities provided the use is for an educational, civic, cultural, recreational, social or other legitimate purpose of the organization.

Process to Obtain a Facility Use Reservation

- All organizations requesting facility use must submit a facility use application form. All applications for facility use must be processed through the District Facility Scheduling office.

- You may print the application form, fill it out, and include $10.00 for paper processing and mail it or drop it off at the office during regular hours. Or you may submit your request online with no processing fee. (link to Facility Use Application form)

- All requests must be submitted to Facility Scheduling no later than two weeks prior to the event.

- Facility Scheduling cannot "hold" space for any organization.

- Rooms are rented and reserved on a first come, first serve basis. In the event that simultaneous requests are received, Group 1 has the highest or greatest priority for building use scheduling and Group 3 the least. (link to Classification of Users document)

- The application must be submitted by a designated person who will be responsible for the event. This person must be at least 21 years of age.

- Once the application is received, the District will calculate fees and send the approved application to the applicant. Once the applicant signs and returns the form, the form becomes the contract between the District and the applicant. The contract will contain the details of the event, a summary of fees and attached will be the District Facility Use Policy. This contract must be signed and returned to Facility Scheduling at least two weeks prior to the event.

- Permission to use facilities shall be allowed at the discretion of the District and will be given with the understanding that the user assumes full financial responsibility and liability for actions of attendees, care of equipment and protection of school property.

- Representatives who have been granted permission to use facilities shall not reassign, transfer, sublet or charge a fee to others for the use of school property.

- A certificate of insurance must be provided at least two weeks prior to event. (See Liability and Insurance section below.)
• Without a reservation confirmation, use will be denied.

• Non-school events to be scheduled for the school year will not be scheduled until after September 15th.

• The District reserves the right to deny or withdraw facility use privileges at any time.

Cancellations

• Events cancelled within 10 days prior to event will be charged an additional $10.00 cancellation fee. Notification of cancellation less than 48 hours before the scheduled time of use will result in the full rental fee being charged. All cancellations must be in writing. They may be dropped off, emailed, or faxed.

• School events may result and override any previously requested reserved space. Facility Scheduling will do everything possible to accommodate your group when this occurs with as much notice as possible.

• If the District is closed due to inclement weather or any other unexpected reason, every effort will be made to reschedule the event at a mutually agreeable date and time. If this is not possible, a full refund will be given.

Liability and Insurance

• A Proof of Liability/Personal Injury/Bodily Injury and Property Damage Insurance Certificate is required for non-school groups for each event in the amount of at least $1,000,000 Bodily Injury and $1,000,000 Property Damage, and having the District named as "an additional insured" on the policy. User is responsible for getting the insurance.

• A copy of the Certificate is due at least two weeks prior to the event.

• Failure to present proof of insurance voids all agreements.

• Events without the proper insurance on file will be cancelled.

• All users must agree to hold harmless the District and its agents and employees from and against all claims, damages, losses, and expenses including attorney fees arising out of or resulting from applicants’ use of District facilities. A Hold Harmless statement will accompany the signed application form/contract.

[Samples:
In consideration of the use of the room or facility referenced in this form, the organization named on the form, for itself and on behalf of its individual members and guests, hereby expressly relieves and discharges the District, its Board, officers, agents and employees, from any and all liability for any loss, injury or damage to persons or property that may be sustained by reason of the use or occupancy of the room or facility used hereunder and the lobbies, corridors, parking lots and any other parts of the School District premises, and waives any claim which it or they may have against the School District, its Board, officers, agents, and employees by reason of any such loss, injury or damage. Further, said organization, for itself and on behalf of its individual members and guests, hereby agree to identify and save harmless the District, its Board, officers, agents and employees from and against any and all claims of loss, injury, or damage to persons or property arising out of the use or occupancy of the room or facility used hereunder and the lobbies, corridors, parking lots and other parts of the School District premises.

To the maximum extent permitted by law, the renter agrees to indemnify and hold harmless the District, the Board of Education, individual Board members (both past and present), the District’s administration and/or and other District representatives, employees, agents, and officials, for any claims, actions, liabilities, costs and expenses, including reasonable attorney fees, which are alleged to arise or result from, or are related to the renter’s use of the property or the activities that are conducted by the renter on the property. This liability includes, but is not limited to, claims for bodily injury or death of persons and for loss of or damage to property. This liability does not include claims resulting from the negligent or intentional act of the District.
and/or its agents. Further, nothing contained within this provision shall operate to limit or waive, or be
construed as limiting or waiving the district’s immunity from liability as granted by state and/or federal law.

To the fullest extent permitted by law, the user agrees to defend, pay in behalf of, and hold
harmless the District, its elected and appointed officials, employees, volunteers and others working in behalf
of the district against any and all claims, demands, suits, losses, attorney fees, including all costs connected
therewith, for any damages which may be asserted, claimed or recovered against or from the District, by
reason of personal injury, including bodily injury and death, and/or property damage, including loss of use
thereof, which arises out of or is in any way connected or associated with the facility use.

Payment

- The individual(s) who signed the application and agreement are responsible for payment of all
  charges associated with the related facility use.

- Payment in full is due 10 days prior to the event.

Prohibited Use

- School facilities are not available for private lessons or tutoring.

- School facilities are not available for private parties or family reunions.

- School facilities cannot be used for political gain.

- Games of chance, lotteries or other activities classified as gambling cannot be conducted on
  school premises.

- Activity that promotes commercial gains cannot be conducted without the consent of the Board.

On-Site Rules

- User groups are expected to leave all rooms and furniture in the condition and arrangement in
  which they were found. Any additional custodial services which are necessary to return the facility
to the condition in which it was found shall be compensated by the using group.

- Do not disturb any message that may appear on whiteboards or chalkboards in the classroom
  areas.

- ABSOLUTELY NO ALCOHOLIC BEVERAGES may be served or consumed on school property.

- ABSOLUTELY NO SMOKING is permitted in school buildings or on school property.

- The user is not entitled to use areas or equipment not specifically requested and approved per
  the Facility Use Application Form.

- All activities must be under competent adult supervision approved by Facility Scheduling and the
  principal of the building involved. Children attending this event must be supervised by an adult at
  all times. This includes trips to the restroom and drinking fountain.

- User groups must take reasonable steps to insure orderly behavior and will be required at their
  expense to provide school-approved security personnel as determined necessary by the
  administration. The use of the school facilities will require that a school employee be present
  when the building is open.
• Users will be responsible for paying for all damage incurred by their use of the facility or equipment, including property of pupils and employees. In the event that property loss or damage is incurred during use or occupancy of district facilities, the amount of damage shall be determined by the building principal and approved by the administration, and a bill for damages will be presented to the group using the facilities. Payment for damage must be made within two weeks of receipt of the bill. The District will not be responsible for any loss of valuables or personal property.

• Approved users are restricted to the dates and hours approved and to the building area and facilities specified. Buildings will normally be opened one-half hour before the scheduled program time and closed one-half hour after the scheduled program time.

• Approved users are responsible for the observance of county and state fire and safety regulations at all times. Corridors, exits and stairways shall be kept free of obstructions. Members of an audience or spectators must never stand or sit to block exits, aisle ways or stairways. Facility capacities, as determined by the Fire Marshall, shall be observed.

• Only decoration materials acceptable to the local Fire Marshall shall be used. Decorations shall be removed immediately after the event.

• When a group or organization uses a facility during the time a custodian is normally on duty, the custodian will see that the facility is properly heated, that lights are turned on and that the doors are opened for the group's use of the facility.

• If the custodial staff is called away from regular duties to set up equipment and furniture, custodial services will be provided at user expense. If custodial staff is required for after-hours events, overtime pay for the period services are required and shall be charged to the user.

• Only District personnel may move or direct movement of equipment, furniture, etc. If stage curtains, projection equipment, lighting, and PA systems are to be used, arrangements will be made with Facility Scheduling to provide technically qualified personnel to perform the tasks at wage rate specified in the Tiered Fee Schedule. (link to Tiered Fee Schedule)

• Bats, hardballs, and softballs are prohibited from use in school buildings.

• Only in the case of an emergency are offices to be opened and/or telephones used. Groups are requested to use the pay telephones.

• No food/drink items of any type are to be used in District facilities without the prior knowledge and consent of Facility Scheduling. Should a kitchen area be desired for use of food preparation, it is understood that an approved member of the school cafeteria staff will be necessary at user expense to supervise the kitchen.

• Applicant must have their approved Facility Use Contract in their possession at the event.
Classification of Users Template

To ensure the care and preservation of school facilities and equipment and to ensure fairness and consistency in the implementation of District policy governing use of facilities, the following categories have been established. These categories have been approved to determine priority for facility use and a schedule fee has been provided for approved users when space and facilities are available.

Approval of all applications will be based upon the following criteria: benefits to the school district and the community; educational contribution; potential wear and tear on school facilities; appropriateness of the activity; relationship of the activity to the stated mission of the school district.

The use of school facilities for K-12 school instructional and extracurricular programs, meeting of students, teachers, parent-teacher organizations or other organizations directly affiliated with the schools will have precedence over all other requests.

Category 1 will be given the highest priority and Category 3 the lowest priority. However, every effort will be made to accommodate all requests. Generally, Category 1 is only charged for after-hours use of District personnel. Category 2 receives an approximate 33% discount, except for selected items, and Category 3 is charged the full rate.

- **Category 1 Community Education Programs/School Support Groups**
  Community Education programs provide student enrichment and support.

  School-related support groups could include but are not limited to: Parent-Teacher Associations, Parent Advisory Groups, Sports Boosters, Special Olympics, and local Scout organizations.

- **Category 2 Community Use Non-Profit Groups**
  Community non-profit groups are defined as governmental agencies, church groups or organized groups who provide local, civic, educational, religious or cultural activities and are staffed by volunteers. At least 60% of the members/participants of the organization shall be residents of the District. The School District may require a membership list of names, addresses and phone numbers of all members/participants as verification.

  Examples of users could include but are not limited to: Jaycees, Kiwanis, Rotary, City Chamber of Commerce, City Parks and Recreation, Habitat for Humanity, Community Theatre, Big Brothers/Big Sisters, University Extension Programs, 4-H Groups, Little League, American Cancer Society, County Department of Waste, government polling sites, and United Methodist Church.

- **Category 3 Private Citizen Use/Non-Profit Groups/Commercial Users**
  Private Citizen Use/Non-Profit Groups/Commercial Users are defined as groups of community residents who are interested in using school facilities for a particular use such as recreational, educational, and cultural activities. A group or organization under this category may conduct training or meeting sessions for employees related to their business, but may not actually generate revenue or profit from the activity.

  This category could include but is not limited to: private citizens and businesses that provide opportunities for District students, private schools who are hosting events/activities, adult athletic clubs, YMCA, neighborhood associations, and driving schools.
AGENDA ITEM: Information on the Proposed Consumer Driven Health Plans for the 2010-2011 School Year

Action/Consent _____  Action/Discussion _____  Information X  Supporting Data X

Policy Reference: BBA   Cost: $-0-   Funding Source: ____________

EXECUTIVE SUMMARY:

The Consumer Driven Health Plan with a Health Savings Account is an additional option provided for benefit eligible district employees. District employees will have four (4) health plan options from which to select. This option is provided free of charge to the district through our existing contract with Blue Cross Blue Shield.

BOARD ACTION REQUESTED:

It is recommended the Governing Board accept the information as presented.
CONSUMER DRIVEN HEALTH PLANS

Presented to:

Dysart Unified School District

March 10, 2010

$12,000,000

Estimated Group Medical Expenditures for Dysart based on current rates

Presentation Outline

- Acronyms Defined (or a change)
- Consumer Driven Health Plans: Overview
- General Information/Acceptance of Consumer Driven Health Plans (Results from 2009 United Benefit Advisors Health Plan Survey)
Acronyms Defined

- CDHP: Consumer Driven Health Plans
- HSA: Health Savings Account
- HDHP: High Dollar Deductible Health Plan

Consumer Driven Health Plans

- Consumer Driven Health Plans are health benefit plans that engage covered individuals in managing their own health expenses and improving their own health with respect to factors they can control.
- Consumer Driven Health Plans give individuals the opportunity to save money that they do not spend this year for health care expenses in future years.

Qualified High Deductible Health Plans

- Consumer responsible for costs up to specified deductible level - at least $1,300 for single and $2,600 for family. Maximum out of pocket $6,250 for single and $13,000 for family.
- Can pay out of pocket or with funds from an HSA.
- Plan begins to pay for services after consumer has reached deductible.
- Many plans require cost sharing after deductible is met, up to out-of-pocket max.
- Plans may pay for "preventive" benefits before deductible is met.
HOW IS SAVINGS ACHIEVED?

- Reduce premiums by lowering the level of coverage and eliminating most first dollar benefits
- Reducing or eliminating the employee cost sharing (payroll deduction); especially important for families!
- Develop funding methods for employees to pay for claims that are not paid by insurance
  * Tax-advantaged accounts are the best method for accomplishing this

HSA

- Account allowed in conjunction with a qualified HDHP provided the insured is not covered by another "Non-HDHP" or entitled to Medicare or Medicaid. Trust account used to accumulate pre-tax funds. Pays for Section 213(d) expenses.
- Various Funding Options are Available
  - Employer Dollars
  - Employee Dollars
    * Payroll deduction (Section 125 allowed)
    * Direct contribution (deductible on tax return)

Eligibility, Tax Treatment

- Must have High Deductible Health Plan (HDHP) with minimum deductible of $1,200 single, $2,400 family.
- Asset Accumulation vehicle owned by employee. Federal income tax and payroll taxes are not levied on contributions, investment earnings, or withdrawals if spent on qualified medical expenses.
- Portable (upon termination of employment).
Administration Considerations

- Employees open and control the HSA account
- Employees are responsible for claim substantiation
- No Third Party or employer administration required

Unused Dollars

- Unused dollars remain in account and grow tax-free
- Withdrawal at 65 or later for non-medical expenses are subject to ordinary income tax
- Withdrawals prior to age 65 for non-medical expenses are subject to ordinary income and 10% penalty

2009 United Benefit Advisors Survey
CDHP Statistics
Consumer Driven Health Plans

- High Deductible Health Plans with an HRA or HSA, are 17% of all plans (vs. 12.6% last year), with 15.4% of all employees enrolled (vs. 11.2% last year; and surpassed HMO enrollment for the first time).

- The overwhelming majority of the increase in CDHPs has come from companies with fewer than 1,000 employees, with the under 100 employee groups showing the largest increases.

Consumer Driven Health Plans

- Employers the size of Dysart have most success when offering this plan as an option....to the existing benefit plan offerings

- The intent is to keep the existing medical plans and offer the CDHP Plan as an option to the current array.

Health Savings Accounts
Summary – CDHP/HSAs

- 11.2% of CDHPs offer HSAs (5.7% last year)
- 87.6% of HSA plans offer 1st Dollar Preventive

Employer Contributions:
- Average HSA contributions:
  $621 single, $976 family

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GOVERNING BOARD ITEM

AGENDA ITEM: Update on the Conversion of the Employee Health Benefit Plan to Self-Funding

<table>
<thead>
<tr>
<th>Action/Consent</th>
<th>Action/Discussion</th>
<th>Information</th>
<th>Supporting Data</th>
</tr>
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<tbody>
<tr>
<td>Policy Reference:</td>
<td>DJE</td>
<td>Cost:</td>
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EXECUTIVE SUMMARY:

The District is planning to convert the current employee health benefit plan to a self-funded program. This change will not impact the health insurance services the employees receive but will change the way the District funds and administrates this benefit plan.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board accept the information presented.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 19
Where are your benefit plan dollars going?

- Administration
  - Overhead
  - Reinsurance Premiums
  - Network Fees
  - Plan Management Programs
  - Profit
- Claims
  - Current - Paid Claims
  - Future - Claim Reserves (claims that have been incurred but not reported - IBNR)

Fully-Insured Plan

(Current arrangement with BlueCross BlueShield)

- Dysart pays a fixed premium amount
- BlueCross assumes all of the risk
- Dysart benefits from consistent, predictable costs and complete protection.
- BlueCross benefits from built-in profit margins when claims are lower than expected.
- When claims are higher than expected, BlueCross pays, but often attempts to offset losses with subsequent rate increases. Dysart may end up paying for bad claim years through higher premiums the following year.
Self-Funded Plans

- Dyaspart contracts with BlueCross to administer the plan and process the claims.
- Dyaspart agrees to pay for claims as they are received and processed. There are no guarantees as to what the claim costs will be in any given period.
- Dyaspart purchases insurance (reinsurance) for protection against large, catastrophic claims for individual participants (Specific Stop Loss) and high claim levels from the total group (Aggregate Stop Loss).
- Dyaspart assumes Fiduciary responsibility
- Reinsurance indemnifies the "District," it does not "insure" the plan participants.
- Appeals Committee may deal with claim coverage denial (and while "blind") can be a sensitive issue.

Self-Funded Plans (continued)

- Benefit appeals resulting in legal action are brought against the plan sponsor, not necessarily the reinsurer.
- A Self Insurance Trust and Trust Board is necessary
- Dyaspart benefits when the combined costs for Administration, Reinsurance and Claims are lower than other funding arrangements.
- Dyaspart is at risk when claims are higher than expected; reinsurance rates increase, and/or administration charges increase.
- When Specific or Aggregate Stop Loss Claims are triggered, the reinsurer pays. It has the option to alter or cancel the reinsurance Contract and/or recoup losses with subsequent rate increases. It may end up paying for poor claim years through higher reinsurance rates and attachment points the following year.

Components of Self-Funded Plan

- Plan Document / SPD
- Claim Administrator — (TPA or Carrier)
- Provider Networks — Need a balance of access and discounts
- Utilization & Disease Management
- Reinsurance Contract(s)
- Pharmacy Benefit Manager
- Trust Account for Plan Expenses
- Fiduciary Responsibility
- Consulting Services
Advantages of Self-Funding

- Eliminates the "Industry Risk Charge" and margins included in conventional insurance.
- Eliminates State premium tax on claims.
- Possibly lower administrative (non-claim) costs.
- Allows more employer input and control of plan design.
- No State-mandated benefits.
- Direct financial benefit to employer from good claim experience.
- Claim funds held by plan sponsor until claims are paid (float).
- Reserves held by plan sponsor until needed (float).
- These funds may be placed in conservative investments to help offset expenses.

Disadvantages of Self-Funding

- More financial risk than conventional insurance.
- Claims can be volatile.
- Reinsurance market can be volatile.
- Risk may be increased through loss runs, attachment points or non-renewals.
- Plan Sponsor assumes fiduciary liability and active role in plan decisions.
- Plan Sponsor is a covered entity under HIPAA.
- More responsibility for compliance with DOL guidelines and federal mandates.
- Irregular monthly cash flow (unless pre-funded at maximum liability via trust or segregated account).
- More complicated exit/change issues (run out/in).

Who is a Good Candidate for Self-Funding?

- Employer is financially sound with good cash flow and budget control.
- History of good claims experience.
- Favorable demographics.
- Employer pays majority of health insurance cost.
- Employer understands and accepts balance of financial risk versus reward.
- Employer is committed to actively participate in managing plan decisions.
Example of Self-Funding

<table>
<thead>
<tr>
<th></th>
<th>Self-Funded</th>
<th>Fully-Insured</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Fixed Costs</td>
<td>$572,820</td>
<td>$3,267,000</td>
</tr>
<tr>
<td>B. Expected Claims</td>
<td>$2,842,290</td>
<td>N/A</td>
</tr>
<tr>
<td>C. Maximum Claim Liability</td>
<td>$3,352,863</td>
<td>N/A</td>
</tr>
<tr>
<td>(12% of Expected) Maximum Cost</td>
<td>$4,075,683</td>
<td>$3,267,000</td>
</tr>
<tr>
<td>% Difference</td>
<td>+24.7%</td>
<td></td>
</tr>
</tbody>
</table>

- Assuming a stable underwriting of claims and a "mature risk" group, the maximum liability will always be greater under self-funding.

Summary:

- Elements of Effective Self Funded Plans
  - Responsible Plan Design
  - Effective Claims Administration / Reporting
  - Appropriate Reinsurance Contracts
  - Effective Provider Networks/Vendor Arrangements
  - Effective Utilization Management
  - Proactive Financial Analysis and Planning
  - Consistent Fiduciary Oversight

Summary:

- Self-funding offers potential savings based upon:
  - Favorable claims experience
  - Ability to procure Administrative Services and Reinsurance
  - Financial ability and discipline to fund fluctuating claims and create and maintain proper reserves
  - Employer willingness to actively manage the plan

- Consider, however:
  - You take on more risk and responsibility
  - Employer and certain employees become Fiduciaries
  - Need to fund at Maximum Liability levels and build reserves
  - Increased HIPAA and Regulatory Compliance Issues


AGENDA ITEM: Strategic Plan Update – Goal 2.B.6 – Assess Customer Service at District Sites and Departments / Goal 2.B.7 – Design and Implement Customer Service Training Programs

Action/Consent _____ Action/Discussion _____ Information X Supporting Data _____
Policy Reference: BBA Cost: N/A Funding Source: N/A

EXECUTIVE SUMMARY:

Information about the assessment, design and implementation of customer service training programs will be presented.

Theme #2: Modeling Success

Goal B: Design strategies to build trust among and between all stakeholders

Objective 6: Assess customer service at district sites and departments

Theme #2: Modeling Success

Goal B: Design strategies to build trust among and between all stakeholders

Objective 7: Design and implement customer service training programs

A summary of the customer service assessment will be provided as well as an outline of the design and implementation of a customer service training program for staff.

BOARD ACTION REQUESTED:

Accept information presented.

SUBMITTED BY: [Signature] SUPERINTENDENT: [Signature]

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: _____
AGENDA ITEM: Information on Strategic Plan Report - Goal 1.A.6 – Evaluate the Working Conditions of the District Utilizing the Dysart Teacher Working Conditions Survey

Action/Consent ___ Action/Discussion ___ Information X Supporting Data X

Policy Reference: BBA Cost: ___________ Funding Source: ___________

EXECUTIVE SUMMARY:

Information will be presented on the Dysart Teacher Working Conditions Survey results.

Theme #1: Dysart Work Culture

Goal A: Create a culture where staff have adequate time, empowerment, leadership, resources and human development.

Objective #6: Evaluate the working conditions of the district utilizing the Dysart Teacher Working Conditions Survey.

BOARD ACTION REQUESTED:

It is recommended that the Governing Board accept the information.

SUBMITTED BY: Checking Miller SUPERINTENDENT: Checking Miller

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ AGENDA ITEM: 21
The Working Conditions Committee convened in September to begin the task of creating an annual survey for all Dysart employees. The committee was comprised of representatives from certified staff, support staff, district administration, and site administration along with a district office representative to oversee our progress. This survey fulfills an objective in the Dysart Strategic Plan, Theme #1, Dysart Work Culture, in an effort to assess the working climate of the three employee groups; support staff, certified staff, and administrative staff. This information will be used to make decisions at both the district and site level.

To begin our work, we reviewed the survey that then Governor Janet Napolitano gave all Arizona teachers in the fall of 2008, Arizona Teachers Working Conditions Survey. We evaluated each question to ensure the responses would be information necessary for our informational needs. We began with the certified survey and narrowed the original 107 questions down to just 50. From there we revised and edited those 50 questions to fit the job responsibilities of site and district administrators, creating a survey of 44 questions. Finally we reexamined and rewrote many questions specifically for the needs of our support staff to create a 40 question survey.

Each survey is divided into 6 domain areas similar to the original survey of 2008. We did not include the two sections regarding mentee and mentoring programs because Instructional and Reading Coaches currently conduct annual surveys that would have made this information redundant. The six domains include Time, Facilities and Resources, Empowerment, Leadership, Professional Development, and Core Questions. Each summary report is separated into these domain areas to assist with the understanding and analysis of these survey results.

After initial examination of the first working conditions surveys and in comparison to Governor Napolitano’s survey results of 2008 as well as the National Staff Development Council Standards Assessment Inventory of 2008 and 2009, we identified a few key areas of comparison that are included in the summary. In addition, we have identified several areas in which we would like to recommend possible revisions for the survey next year:

- Due to a large number of staff indicating “neutral” instead of “agree” or “disagree,” we would like to eliminate that category entirely; a high percentage of neutral votes made the evaluation of information more difficult.
- We would like to recommend that the Support Staff Survey be revised to strategically collect input from the various departments that to ensure all support staff working conditions that comprise “support staff” are accurately assessed.
- We would like to recommend that we revisit the original 2008 survey to possibly include questions regarding instruction that were not initially included in this year’s survey.
Survey participation was:

- Administrative: 49 out of a possible 78 for 63%
- Certified: 1039 out of a possible 1431 for 73%
- Support: 446 out of a possible 992 for 45%

The results of the surveys can be viewed through the following links:

Administrative:


Certified:


Support:

Working Conditions Survey Results  
Support Staff

Category 1: Time

- Half of the respondents agree that there is time for collaboration with colleagues and efforts are made to maximize the amount of routine paperwork done electronically. (#3, #4)

Category 2: Facilities and Resources

- The majority reported that they have sufficient training and support to fully utilize available technology.

Category 3: Empowerment

- The majority reported that they have little to no role in decision making.

Category 4: Leadership

- Over half of the respondents indicate they agree that:
  1. There is an atmosphere of trust and mutual respect. (#18)
  2. Department/school leadership communicates clear expectations. (#20)
  3. School leadership consistently enforces rules for school conduct. (#21)
  4. They receive support that helps improve performance. (#23)
  5. Department/school leadership is effective. (#25)
- Nearly one third of support staff does not feel comfortable raising issues and concerns. (#19)
- The level of agreement regarding support staff being recognized for accomplishments and contributions is evenly distributed. (#24)
- The majority reported that their performance evaluations are fair and they are comfortable seeking information and support from their direct supervisor. (#22, #26)

Category 5: Professional development

- Approximately half of respondents agree that the professional development/training provides necessary knowledge and skills and they have opportunities to learn from one another. (#28, #29)
- The areas in which the need for additional support is indicated were:
  1. Technology (#30)
  2. Policies/procedures/processes (#30)
Category 6: Core Questions

- In considering their future plans, the majority of respondents reported that these issues influence their decision to stay in their current job assignment:
  1. Department/school leadership support (#33)
  2. Collegial atmosphere (#34)
  3. Assignment (#35)
  4. Decision making (#36)
  5. Salary (#37)
  6. Student behavior (#38)

- The majority of support staff reported that their school/department is a good place to work. (#39)

Based on the results, we recommend that each school review the data as it aligns to their CIP and the Strategic Plan.
Working Conditions Survey Results
Administrative Staff

Category 1: Time

- Administrators generally agree that they have established time to collaborate. (#2)
- The level of agreement regarding administrative paperwork is distributed between agree, neutral and disagree. (#3)
- The majority of administrators report that they work 56 hours or more per week. (#4)

Category 2: Facilities and Resources

- The vast majority report that they have sufficient training and support to fully utilize available instructional technology.

Category 3: Empowerment

- The majority of Administrators indicate they are involved in decision making about educational issues (#11), however, they are not in agreement that the district has an effective process for making group decisions (#12).
- Administrators indicate they have a moderate to large role in:
  1. Selecting instructional materials, setting grading and assessment practices (#13, 14)
  2. Professional development (#15)
  3. Hiring of new administrators (#16)
  4. School/district continuous improvement planning (#17)

Category 4: Leadership

- The level of agreement regarding administrators’ trust and mutual respect is evenly distributed between agree and disagree. (19)
- Less than half of the administrators indicate feeling comfortable raising issues and concerns. (#20)
- The level of agreement regarding administrators being recognized for accomplishments and contributions is evenly distributed between agree, neutral and disagree. (#25)
- There is general agreement that:
  1. School leadership communicates clear expectations to staff, students and parents (#21)
  2. District leadership is supportive of decisions regarding student conduct (#22)
  3. Performance evaluations are fair (#23)
  4. Feedback helps to improve performance (#24)
  5. District leadership is effective (#26)
  6. Administrators are comfortable asking for support from their direct supervisor (#27)
Category 5: Professional development

- Over half of administrators indicate professional development provides them with the knowledge and skills necessary for their job responsibilities. (#29)
- The majority of administrators indicate they are evenly distributed between neutral and agree on the following:
  1. Opportunities to learn from one another (#30)
  2. Follow up from professional development (#31)
  3. Walkthrough feedback has improved my leadership (#32)
- The areas in which the need for additional support is indicated were: (#33)
  1. Master scheduling
  2. Working with data
  3. Continuous improvement planning

Category 6: Core Questions

- In considering their future plans, the majority of administrators reported that these issues influence their decision to stay in the profession or their current assignment:
  1. District leadership support (#36)
  2. Collegial atmosphere (#37)
  3. Assignment (#38)
  4. Site decision making (#39)
  5. Salary (#40)
  6. Student behavior (#41)
- The most important conditions to promote student learning are: (#42)
  1. Time in classrooms
  2. Decision making
- The strong majority of administrators reported that their district/school is a good place to work. (#43)

Based on the results, we recommend that the District consider:

- Creating a process for group decisions and problem solving
- Continue building trust
- Seeking administrative input regarding professional development, provide follow up from professional development, and provide opportunities to learn from other administrators
Working Conditions Survey Results
Certified Staff

Category 1: Time

- The level of agreement regarding collaboration time with colleagues is distributed between agree and disagree. (#4)
- Teachers generally agree that they have established time to collaborate and that their teaching time is minimally interrupted. (#8)
- Teachers generally disagree that class sizes are reasonable and efforts are being made to minimize paperwork. (#3, #7)
- About half of the teachers report that an hour or less a week is spent on duties and that they are spending more than six hours a week outside of their compensated hours. (#5, #6)

Category 2: Facilities and Resources

- The majority reported that they have sufficient training and support to fully utilize available instructional technology.

Category 3: Empowerment

- Teachers indicate they have a moderate to large role in:
  1. Grading and assessment (#19)
- Teachers indicate they have a small to moderate role in:
  1. Selection of instructional materials and resources (#18)
- Teachers indicate that they have a minimal role in:
  1. Professional development (#20)
  2. Hiring (#21)
  3. Budget (#22)
- The level of agreement regarding teachers’ involvement in decision making is distributed between agree, neutral and disagree. (#16, #17)

Category 4: Leadership

- The level of agreement regarding teachers’ trust and mutual respect is distributed between agree, neutral and disagree. (#24)
- The level of agreement regarding teachers feeling comfortable raising issues and concerns is distributed between agree and disagree. (#25)
- There is general agreement that:
  1. Performance evaluations are fair (#28)
  2. Feedback is helpful (#29)
  3. They are comfortable asking for support (#32)
  4. School leadership communicates clear expectations to staff, students and parents (#26)
• More than half report that their school leadership is effective and that teachers are recognized for accomplishments and contributions. (#30, #31)
• One third of the teachers disagree that student conduct rules are consistently enforced. (#27)

Category 5: Professional development

• The level of agreement is that professional development provides teachers with necessary knowledge and skills is evenly distributed between agree, neutral and disagree. (#34)
• Nearly half of the teachers agreed that there were opportunities to learn from one another. (#35)
• The level of agreement is evenly distributed regarding:
  1. Professional development offerings are relevant (#36)
  2. Teachers received follow up from professional development opportunities (#37)
• The areas in which the need for additional support is indicated were:
  1. Assistance in students with disabilities (#39)
  2. Working with data (#39)
• Over one third of the teachers indicate that the feedback from walkthroughs has helped to improve their instruction. (#38)

Category 6: Core Questions

• In considering their future plans, the majority of teachers reported that these issues influence their decision to stay in the profession or their current assignment:
  1. Leadership support (#42)
  2. Collegial atmosphere (#43)
  3. Assignment (#44)
  4. Decision making (#45)
  5. Salary (#46)
• The most important conditions to promote student learning are:
  1. Administrative support (#48)
  2. Uninterrupted time during the work day (#48)
• The majority of teachers reported that their district/school is a good place to work. (#49)

Based on the results, we recommend that each school review the data as it aligns to their CIP and the Strategic Plan. Areas that may be specifically addressed are time, empowerment and professional development.
SURVEY COMPARISONS

National Staff Development Council Standards Assessment Inventory
2008-2009

The March 2009 results of the National Staff Development Council Standards Assessment Inventory (SAI) indicated that 68% of the schools showed growth in providing resources to teachers. The Certified Working Conditions Survey results of 2010 indicate similar findings; the majority reported that they have sufficient training and support to fully utilize available instructional technology.


**Time:** Teachers indicate that there has been a slight improvement (fewer in number) in the frequency of interruptions during class time.

**Facilities and Resources:** There has been a significant increase in teacher access to instructional technology (computers, Smart Boards, projectors and software).

**Empowerment:** An equal number of teachers agree and disagree that there is an effective process for making group decisions and problem solving.

**Leadership:** Teachers indicate that there is a slight decrease in the agreement that there is an atmosphere of trust and mutual respect and in their comfort in raising important issues and concerns.

**Professional Development:** When asked if professional development provides the knowledge and skills most needed, the percentage of teachers who agreed dropped by 10%; however, the percentage that disagreed remained the same.

**Core Questions:** When asked, teachers described their future intentions for their professional career as:

<table>
<thead>
<tr>
<th>2008</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue working at my current school as long as I am able.</td>
<td>44%</td>
</tr>
<tr>
<td>Continue working at my current school until a better opportunity comes along.</td>
<td>29%</td>
</tr>
<tr>
<td>Continue working in education, but leave this school as soon as I can.</td>
<td>10%</td>
</tr>
<tr>
<td>Continue working in education, but leave this district as soon as I can.</td>
<td>9%</td>
</tr>
<tr>
<td>Leave education all together.</td>
<td>8%</td>
</tr>
<tr>
<td>Not listed above</td>
<td>9%</td>
</tr>
</tbody>
</table>
Working Conditions Survey

Strategic Plan Update – Goal 1.A.5

Objectives

3. Design a working conditions survey based on the Arizona Teacher Working Conditions survey
6. Evaluate the working conditions of the district utilizing the Dysart Teacher Working Conditions survey

Timeline

- Design survey: August 2009
- Pilot survey: November 2009
- Administer & report: January 2010

Survey Use

- Administer & report annually in January
- Results used in combination with other surveys to accomplish Strategic Plan Goal A:

Create a culture where staff has adequate time, empowerment, leadership, resources, and human development.

General Findings

- Baseline data established for all three categories of Dysart employees
- Number of staff responding "neutral" made evaluation of input difficult
- Support Staff survey lacked specificity for various departments

Findings

- **Highlights:**
  - **Time:** All groups generally agree there is time for collaboration with colleagues.
  - **Facilities & Resources:** The majority in all groups report they have sufficient training and support to fully utilize technology.
  - **Empowerment:** Teachers and administrators report a greater degree of involvement in decision making than support staff report.
  - **Leadership:** All groups generally agree that leadership throughout the district is effective.
  - **Professional Development:** Results were mixed for all groups. Staff are generally divided as to what kinds of professional development are valuable.
Next steps

- Share results with schools/departments
- Review data in terms of continuous improvement plans
- Develop action steps to address specific concerns
- Modify surveys for next administration