**NOTICE AND AGENDA OF REGULAR PUBLIC MEETING AND EXECUTIVE SESSION**

**OF THE GOVERNING BOARD OF**

**FLAGSTAFF JUNIOR ACADEMY & CHILDREN’S HOUSE**

**NOTICE**

Pursuant to A.R.S. 38-431.02, notice is hereby given to the general public that the Governing Board of Flagstaff Junior Academy & Children’s House will convene a meeting open to the public at the time, date and place indicated. Information regarding agenda items may be reviewed in the office of the Executive Director. The Board may vote to convene in Executive Session, which will not be open to the public, to discuss certain matters, as indicated on the agenda. These matters are marked by an asterisk (\*).The Governing Board of the Flagstaff Junior Academy & Children’s House may, by motion, recess into executive session to receive legal advice from the Board’s attorney(s) on any item contained in this agenda, pursuant to A.R.S. 38-431.03(A)(3), at any time during the meeting. The Governing Board may consider any item below in any order and at any time during the meeting. One or more members of the Governing Board may appear telephonically.

If any disabled person needs any type of accommodation, please notify Lori Langan at 774.6007 ext. 202 at least seventy-two (72) hours prior to the time scheduled for the meeting. Copies of the Board packet of information (except for any documents which are to be considered in an executive session) are available by contacting Lori Langan at 774.6007 ext. 202.

Wednesday, March 11th, 2020 5:30 PM at FJA Elementary School

306 W Cedar Avenue, Flagstaff, AZ 86001

**Minutes**

**I. Call To Order**

Mr. Naleski called the meeting to order at 5:30 p.m.

**II. Roll Call of Members**

Mr. Naleski took roll.

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| Mr. Naleski | Present |
| Mrs. O’Donnell | Present |
| Mr. Paine | Present |
| Mrs. Suda | Present |
| Mr. Leest | Present |
| Dr. Hiebert | Present |

Additionally, Mr. Drumm, Mr. Vest, Mrs. Langan and Mr. Kavanagh were present along with members of the public.

**III. Presentations/Information/Reports**

* + 1. **President’s Report** - The President will provide information to the Board regarding matters pertaining to the FJA Board.

1. N/A
   * 1. **Director’s Report -** The Executive Director will provide information to the Board.
        1. N/A
     2. **Business Manager’s Report -** The Business Manager will give an update regarding any FJA financial matters.
        + 1. N/A

**IV.** **Call To The Public** (Comments regarding matters over which the Board has authority are welcome from the public at this time. A time limit of 3 minutes per person is required due to time constraints. The Board may not discuss or take action on matters raised during the call to the public that are not specifically identified on the agenda. The only action the Board may take as a result of public comment is limited to directing staff to study the matter or scheduling the matter for further consideration at a later Board meeting.)

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| Motion | Mr. Naleski Made a motion to move the call to the public to the beginning of the meeting. |
| Second | Mrs. Suda |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Aye |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

1. Anton Chiochetti – Became aware of this matter last week but was unable to attend. His son is in Mr. Ross’ class and has benefitted with Mr. Ross being his teacher. He was shocked when he heard the news and wanted to let the board know the positive impact that Mr. Ross has had on his son.
2. Beth Heenan –Her son has received two write ups in one of his classes and has felt that the teacher has embarrassed him in class. Unfortunately, her son hates this class for this reason. Mrs. Heenan had planned to speak with Mr. Drumm whom they have respect for. I regret not saying something to either Mr. Drumm or Mr. Vest sooner to put the issue on their radar. We were very pleased to hear that there is a plan in place and wanted to say thank you for taking action to help this teacher.

**V.** **Consent Agenda** (All items listed hereunder are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items unless a Board member so requests, in which event the item will be removed from the consent agenda and will be discussed separately.)

1. N/A

**VI. Old Business (**Action items are ready for the Board to take adoptive, approval, or other appropriate action on a matter scheduled for action. Items cannot be placed on the agenda after the public posting or advertisement is made.)

1. N/A

**VII. New Business (** Action items are ready for the Board to take adoptive, approval, or other appropriate action on a matter scheduled for action. Items cannot be placed on the agenda after the public posting or advertisement is made. No action during Executive Session.)

1. Discussion and possible action regarding renewal or non-renewal of contract for N. Ross for school year 2020-2021.  The Board may vote to enter into executive session pursuant to A.R.S. §38-431.03(A)(1) to discuss employment matters, (A)(3) for legal advice, or both.”

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| Motion | Mr. Naleski Made a motion to move in to A(3) executive session at 5:32 p.m. |
| Second | Mrs. Suda |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Aye |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

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| Motion | Mr. Paine made a motion to exit executive session A(3) at 6:16 p.m |
| Second | Mrs. O’Donnell |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Aye |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Seconded |
| Mr. Paine | Made a motion to exit executive session A(3) at 6:16 p.m. |

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| Motion | Mr. Naleski Made a motion to take a quick 5 minute break 6:17 p.m. |
| Second | Mrs. Suda |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Aye |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

Mr. Naleski asked Mr. Ross if he would like the discussion to be done in open session. Mr. Ross has confirmed that this discussion not move into Executive Session A(1), but rather have the discussion in an open session.

Mr. Naleski shared that the board has received information from Mr. Ross as well as members of the public and Administration.

Mr. Naleski asked Mr. Ross if he had anything further to discuss or add to the discussion.

Mr. Ross did not have anything further to discuss and wanted to say thank you to the board.

Mrs. Suda asked if Administration had anything further to add. Mr. Drumm shared that he stated that he still would recommend a non-renewal of Mr. Ross’ contract.

Dr. Heibert asked Mr. Drumm about the meetings that he had with Mr. Ross. He wanted to know if there were any actual consequences shared with Mr. Ross. Mr. Drumm shared that Mr. Ross was given written documentation that had a clear statement of failure to follow proper policies and procedures would result in further action and potentially lead to termination or non-renewal of his contract.

Dr. Heibert shared that his concern is there will be consequences no matter what decision is made.

Mr. Paine, shared that the good news is that the pervasive cohesion of staff may have predicated this issue. Obviously, there has not been a lot of staffing issues. A notion of having clearer expectations and policies that are transparent with results in the end have been shared. This boils down to a procedural issue.

This should be a discussion that comes up possibly at Mr. Drumm’s evaluation.

Mr. Vest again shared that something to keep in mind is that other staff are not going to be privy to discussions/write ups or reprimands that have been had with their peers.

Mr. Naleski made a motion to approve the Non-renewal of Mr. Ross’ contract for the 2020-2021 School Year.

Mr. Leest Seconded

Mrs. Suda shared I spent numerous hours reading all the information & considering what is in the best interest in the school and students.  My job as a member of the board is to do what is in the best for students and ensure they receive an education that prepares them for success. That includes creating positive, health culture and working environment and I need to look at what is best for the whole.

Mrs. O’Donnell shared the same sentiment and does not feel that that has been an abuse of power on the part of Administration. Mrs. O’Donnell supports the motion of non-renewal.

Dr. Hiebert wanted to point out that this has nothing to do with his ability of to teach.

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| Motion | Mr. Naleski Made a motion to approve the Non-renewal of Mr. Ross’ Contract for the 2020-2021 School Year. |
| Second | Mr. Leest |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Aye |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

The motion passed of non-renewal of Mr. Ross’ contract for the 2020-2021 School year.

**VIII. F.A.I.R. - Future Agenda Item Requests** ( Items requested by the Board Members to be placed on a future Agenda.)



**IX.** **Adjournment**

Mr. Naleski adjourned the meeting at 6:45 p.m.