**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 4th, 2020 4:30 PM at FJA Elementary School

306 W Cedar Avenue, Flagstaff, AZ 86001

**Minutes**

**I. Call To Order**

President will call meeting to order at 4:30 p.m.

**II. Roll Call of Members**

Mr. Naleski took roll. Mrs. Suda, Dr. Hiebert, Mrs. O’Donnell, and Mr. Paine were present.

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

Additionally, Mr. Drumm, Mr. Vest and Mrs. Langan 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. Academic Culture – Mrs. O’Donnell is working with Mr. Brooke to compile the climate survey results.
   * 1. **Director’s Report -** The Executive Director will provide information to the Board.
        1. FJA Academic Feature – We have a student who qualified for the State Spelling Bee, Congrats to Cole Felder. Additionally, our Varsity girls’ basketball team won the FUSD League Championship. They went undefeated. It was so exciting. The Coach Joe and team did such a great job! We are preparing for the upcoming AzMerit testing that will take place in April.
        2. Update on lottery numbers for the 20-21 school year – The first lottery was held this past Monday. Calls are being made this week to families that were either accepted or put back on the wait list.
        3. Parent info update – Mr. Drumm shared that we have received communication from the county health department and the state of AZ concerning the Coronovirus. In next weeks newsletter, we will send out some information to parents. We will encourage parents, students and staff to use proper protocols. We have asked the cleaning staff to some extra cleaning routines as well.
     2. **Business Manager’s Report -** The Business Manager will give an update regarding any FJA financial matters.
        + 1. Profit and Loss – Mrs. Langan updated the Board on where we stand with income and expenses. Income we are sitting at approximately 63.9% of our budgeted number and Expenses we are sitting at 61.0% of budgeted expenses.
          2. Balance Sheet – We currently have a net income of just over $86K

**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.)

1. Neil Ross – Mr. Drumm informed me that he was not going to renew my contract. His understanding was that he and Mr. Drumm came to a resolution but was then told Mr. Drumm was moving forward with the request of non-renewal. Mr. Ross would like to request that the board consider that they work with both he and Mr. Drumm to come to a resolution. He spoke about his dedication to FJA and his students and the time that he dedicated to this school. In the past, when he and Mr. Drumm have met with a board president they have come to a positive resolution.

Beth Heenan – First, wanted to thank everyone for their service on the board. Her daughter was in Mr. Ross class a few years ago. She mentioned that her son who had previously struggled in class has really flourished in Mr. Ross class. She mentioned that she has previously worked in school and is privy to what happens in schools. Most don’t understand what and how much work goes in to teaching. She would really love to see some resolution to whatever is going on.

Laena Heenan – Former student of FJA and of Mr. Ross. I would like to request that you reconsider renewing his contract. He developed my love of history. School prepares you for lots of opportunity. She feels that he is amazing.

Anita Antoinika – I am here today in support of retaining Mr. Ross. He has made such a difference in my son’s life. Her son has joined two different clubs with the encouragement of Mr. Ross. He has realized the value of school now. He has never been engaged in school before. Therefore, I encourage you to reconsider renewing his contract. She shared some messages that she has received from other members of the community as well.

Brian Corbett – I am a parent of two children, one of which is still at FJA and the other now a Junior in High School. Mr. Ross has guided his other student who then found his love for school as well. His son is a better person because of being in Mr. Ross class. I can’t say enough about what Mr. Ross brings to this institution. Brian feels that he goes above and beyond what is expected. Please keep in mind that Mr. Ross is a very valuable asset to FJA.

Michael Walsh – SPED Coordinator is here to support both Mr. Drumm and Mr. Ross. Whatever decision is made I will be in support of. I would be willing to provide support to Mr. Ross and be a mentor. There are things happening in his life that should be factored in.

Bill Crawford – I have already shared some thoughts with Mr. Drumm. I do understand that this impacts a bigger picture. There is a separation of being a part of the group and being an individual. Both are important in every organization. I would ask the board to consider balancing both issues.

Kara Polder – Shared that all 3 of her kiddos have attended or did attend FJA. She is hoping that her younger student will also be in Mr. Ross class next year.

Wesley Childress – Has attended first through 8th grade at FJA and has known Mr. Ross since 1st grade. I don’t think I would be who I am without Mr. Ross guidance. I wouldn’t love Mountain biking like I do without Mr. Ross. A lot of kids look up to Mr. Ross, he made learning a lot easier.

Hayden Polder – Mr. Ross is a great teacher. He teaches that when you mess up you need to fix it. He is there to teach you that everything that you do, you just must get it done. Mr. Ross has a great personality and loves to teach his kids.

**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. Approval of Minutes dated January 14th, 2020

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| Motion | Mr. Naleski Moved to approve the minutes dated 1.14.2020 |
| Second | Mrs. Suda |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Abstain |

1. Approval of Minutes dated February 11th, 2020

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| Motion | Mr. Naleski Moved to approve the minutes dated 2.11.2020 |
| Second | Mr. Paine |
| Mr. Naleski | Aye |
| Mrs. Suda | Abstain |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

**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. Discuss long term building projects –

**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. Review and or Discuss with possible action for approval the FJA 2020-2021 School Calendar.

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| Motion | Mr. Naleski Moved to approve the calendar as written |
| Second | Mrs. O’Donnell |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

1. Review and or Discuss with possible action for approval timeline and process for the Executive Director Evaluation.

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| Motion | Mr. Naleski Made a motion to have the process move forward to have the board evaluate Mr. Drumm and work with Mrs. Langan to send out a questionnaire to staff and then compile to present at the next board meeting. |
| Second | Mr. Paine |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

1. Review and or Discuss with possible action for approval Teacher Contracts/Salaries.

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| Motion | Made a motion to remove the item of Mr. Ross’ contract and that his contract would be discussed separately from the remainder of the teacher contracts. |
| Second | Mr. Paine |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

Mrs. Langan shared the proposed budget from the state that included the per student increase. Based on that information from the State proposed budget we would be able to provide the Teachers a 3% increase if the State’s proposed budget is adopted this summer.

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| Motion | Mr. Naleski Moved to approve a 3% increase for Teachers contracts pending the State’s budget proposal |
| Second | Dr. Hiebert |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

1. Review and or Discuss with possible action for approval Board Member removal.

Our Bylaws state that if a Board Member misses 3 consecutive board meetings the Board has the right to remove the Board member. Mrs. Foley has unfortunately missed more than 3 meetings.

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| Motion | Made a motion to remove Elizabeth Foley from the Board due to unattendance of the Board Meetings |
| Second | Mrs. O’Donnell |
| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Mrs. O’Donnell | Aye |
| Mr. Paine | Aye |

1. Executive Session – Personnel – Mr. Ross has asked that this discussion take place in open meeting and not discussed in Executive Session.

Mr. Drumm is recommending to the board that we not offer a contract to Mr. Ross for the upcoming 2020-2021 school year. He feels that he is a creative quality teacher. He is hardworking and cares about his students and holds them accountable. He brings many positive qualities that have also been shared by the members of the community present tonight. However, Mr. Ross has a long-standing issue with his professionalism. Mr. Drumm has been working with Mr. Ross on these issues for approximately four years, but unfortunately there has not been continual improvement.

Mr. Paine, shared his concern about making a final decision tonight.

Mrs. O’Donnell, addressed Mr. Ross about his lack of professionalism. Mr. Ross stated that he has not received an improvement plan and is stating that he and Mr. Drumm never discussed after the initial meeting. Mrs. O’Donnell asked if he had had discussion with Mr. Drumm regarding some of these items shared. Mr. Ross stated that he had met with Mr. Drumm as well as board members to discuss complaints, etc. on several occasions. Mr. Ross feels like it is a lack of communication between he and Mr. Drumm. Mrs. O’Donnell asked Mr. Ross about his own accountability and Mr. Ross interrupted her. Mr. Ross believes that Mr. Drumm does not listen to him. Mr. Ross says that he is from New Jersey and that’s how he solves things is by discussing and communicating. Mr. Ross brought up the PBIS system and how this system doesn’t work. He again stated that he hopes the board will consider renewing his contract by coming up with a system that will be helpful for everyone.

Mrs. O’Donnell asked Mr. Drumm to share his thoughts on Mr. Ross concerns. Mr. Drumm shared that at one time he had seen improvement with Mr. Ross behavior. However, as you can see in the documents provided, there have been numerous conversations regarding his lack of professionalism from Mr. Ross. At the last meeting with the board president, Mr. Ross and Mr. Drumm came to a gentleman’s agreement. Mr. Drumm shared that it does not matter where you come from that it is not okay to walk into a classroom and tell the teacher what they are doing wrong and feels like four years is ample time to make the improvements that are necessary in any work environment. To address Mr. Ross concern about Mr. Drumm doesn’t listen. Mr. Drumm shared that he does listen. Teachers don’t always see what has been done after the meeting.

Mr. Paine, one of the concerns from Mr. Ross is stating that Mr. Drumm is not listening. He believes that the concerns are not the same thing. We see that he is loved by many and thought to be a great teacher. However, the complaints are that of concern for his lack of professionalism towards his co-workers, etc. A lot of what Mr. Drumm is sharing is a culmination of concerns from other staff and not from Mr. Drumm exclusively.

Mrs. O’Donnell shared that what she sees is that Mr. Ross is not creating a good environment amongst his peers.

Dr. Hiebert shared that this is all coming as a big surprise to him. My interaction with Mr. Ross has always been a positive one.

Mrs. O’Donnell asked Mr. Ross why to do you feel the right to do this to other teachers.

Mr. Ross shared that he feels like this is only one side of the story. Everything I do, I am trying to help. I care about the students and parents and the school. I sent an email to Mr. Vest and Mr. Drumm early in the year about some concerns in the Spanish classroom and shared his concerns and that he would do whatever he could to help.

Mr. Drumm shared that his door is always open, and he gets in the classroom when he can. I listen to a lot of concerns from Teachers, students and parents.

Mr. Vest, shared that it is unfair to address an email that was sent earlier in the year. He spent a lot of time addressing the same issue that you(Mr. Ross) are referring to. Mr. Vest spent hours addressing the issues along with time spent observing and coaching.

Mr. Vest did address the issue, and Mr. Ross shared that he did not agree with what was done. Perhaps you were not satisfied with his response. Mr. Vest even stated, please don’t take this as we are not hearing you if you don’t get the response that you think you should get.

Mr. Ross, as some of you know from firsthand experience my goal is the success of FJA. Much of what I state is coming from other teachers who have expressed their fear that if they come to administration there will be backlash.

Mrs. O’Donnell shared that it is not fair for Mr. Ross to state that there is a sense of fear amongst the teachers. I am trying to understand that if you “Love” FJA so much, how can you say some of the things about FJA and teachers to the community and students. Its obvious that this has been going on for years.

Mr. Ross states that he apologized and wanted some help to resolve the situation.

Mrs. O’Donnell shared that her recommendation would be to have a probationary period and that there should be mediation.

Mrs. Suda shared that there are gaps in the issues shared. She would like to see the written evals. She shared that she sees that in the last two months, things have escalated and would like to know what has been done to resolve those issues.

Mr. Paine, my dedication is to administrative success. My personal take would be to table this for some planning consideration.

Dr. Hiebert shared that Neil Deserves a probation period.

Mr. Drumm shared that he still feels in his gut that he and Mr. Ross have had enough conversations over the last few years that warrants a non-renewal of his contract. However, because the paperwork has not been completely in order, he is willing to give Dr. Hiebert’s request of a probation period consideration.

Mr. Paine shared that he appreciated Mr. Drumm. Perhaps the real issue is that in the past when these issues were shared with Mr. Ross it was not made clear that changes in his behavior were not an option. This would mean that moving forward a sterner disciplinary action would be taken.

Mrs. Suda shared that she is not ready to approve Mr. Ross’s contract. She feels that if we are to give you this opportunity, we would need to see some real changes. Mrs. O’Donnell feels the same way.

Dr. Hiebert shared that he is not questioning Mr. Drumm administrative responsibilities and feels that Mr. Drumm has done a great job.

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| Mr. Naleski | Aye |
| Mrs. Suda | Aye |
| Mr. Leest | Absent |
| Dr. Hiebert | Aye |
| Second | Mrs. O’Donnell |
| Motion | Made a motion to table this discussion for the board to process this information and gather additional information for a meeting next Wednesday. The additional information would need to be to Lori Langan by Monday March 9th, 2020 at Noon. The meeting will be at 5:30 p.m. at the Cedar Campus on Wednesday March 11th, 2020. |
| Mr. Paine | Aye |
| Mrs. O’Donnell | Aye |

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

1. Address the Accusation of Culture of Fear to discuss at a future meeting.

**IX.** **Adjournment**

Mr. Naleski adjourns the meeting at 8:00 p.m.