



Clarkdale-Jerome School District #3

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“Every Student, Every Day, Preparing for Tomorrow”

NOTICE OF PUBLIC MEETING OF THE GOVERNING BOARD OF CLARKDALE-JEROME ELEMENTARY SCHOOL DISTRICT #3

Notice is hereby given that the Governing Board of the Clarkdale-Jerome Elementary School District #3 will convene during a meeting open to the public on Tuesday, April 4, 2023 at 5:30 pm for a Work-Study Session in the School Library, located at 1615 Main Street, Clarkdale, AZ 86324. This meeting will also be available via Zoom (see link below).

Topic: CJSB Board Work Study Session & Special Meeting

Time: Apr 4, 2023 05:30 PM Arizona

Join Zoom Meeting

<https://us02web.zoom.us/j/88239562366?pwd=dVNMREZmRXZ2NDVLTWxCQ2M1R1hOdz09>

Meeting ID: 882 3956 2366

Passcode: 12345

One tap mobile

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WORK STUDY SESSION AGENDA

I. Call to Order

The work study session was called to order at 5:30 p.m. Present: Angie Smith, President; Janet Regner, Clerk; Denise Kennedy, Member; Tom Stewart, Member; Mike Sullivan, Member; Danny Brown, Superintendent; Madisen Westcott, Principal (Zoom); Kristy Aston, Business Manager. Liz Scott, Vanessa Phillips, Brandon Islas, Kim Densmore, Beth Wylie, Andrea Clark, Carol Carrillo.

President Smith stated that discussion/comments were welcome from the audience at any time during the meeting but no action will be taken.

II. CJEA Report to the Governing Board

Janet Regner spoke to the Board regarding a meeting that she and Denise Kennedy had with Liz Scott and Andrea Clark on March 27, 2023 to discuss a letter they submitted to the Governing Board on March 24, 2023 with concerns about transitioning to a new superintendent. CJEA has suggested that the Superintendent and Principal positions be joined into one (1) combined position as well as creating a new position of Dean of Students. Discussion followed. Janet Regner and Denise Kennedy expressed the fact that since the school is growing and we have several large classes, that in order to address the proper educational needs of our students, they will prioritize

the hiring of an additional new teacher. CJEA also suggested that the Governing Board hire an Interim Superintendent.

President Smith asked for discussion. Mike Sullivan asked for a copy of the conversation. Janet Regner replied that she had her notes and the letter submitted by CJEA. Tom Stewart asked Janet Regner what her opinion is regarding having a joint position and if anyone has given it any thought. Denise Kennedy stated that each position has specific duties and even though the district has functioned in the past with a Superintendent/Principal and a Dean of Students, she feels that with our growth we need two (2) separate positions working closely together.

Liz Scott spoke next. She stated that unfortunately keeping the positions separate doesn't allow any additional help with discipline because that in itself is a full-time job and by keeping it as two (2) separate positions, it shuts out the possibility for any additional Administrator or Dean of Students. Much of our current Principal's day is being monopolized by handling discipline and if the Governing Board is prioritizing a new teacher then that is leaving the discipline issue unsolved. Tom Stewart asked/stated that an Assistant Principal or Dean of Students could be very useful if we could find the funding. Liz Scott stated that a Dean of Students does not need to be a certificated position but an Assistant Principal needs to hold a Principal Certificate.

Vanessa Phillips spoke next. She stated that given it's only a one school district, the Superintendent doesn't need to visit multiple schools and combining the two positions would allow funding for an addition person to handle discipline. She states they need someone to go in the classrooms to conduct observations and visit with students but also be able to hold them accountable in a timely manner. Mike Sullivan asked for clarification on 'discipline'. Liz Scott stated if was for discipline referrals to the office.

Angie Smith stated that we are fortunate to have a Superintendent on campus and be able to pitch in when needed and she hasn't thought about having a Dean due to current funding. Janet Regner stated that this is all valuable input. Our district is growing and we have different needs now. She would like to work with the Growth Committee and work on developing a Strategic Plan that will incorporate the thoughts and needs that have been expressed. The Board does not have the where with all to address them now but should revisit this in the future. Tom Stewart stated the teacher input is extremely valuable.

Brandon Islas spoke next. He stated that teachers have a fear of not knowing and losing the culture at CJS. His concern as a parent is making sure the teachers have what they need to teach our students. The teachers at CJS stay because they love the job. It's what they believe in. He asked the Board to not only look at the budget but to look at the livelihood of feeling supported and understanding teacher needs. His concern is making sure the budget focuses on making sure the classrooms are healthy. He doesn't want to see CJS jump into something due to the short timeline to look for a Superintendent. He would like to see a candidate that wants to be here and grow with us. Janet Regner stated that the interview process will include teachers, faculty and parents. The Board will rely on input and comments that have been and will be expressed.

Angie Smith stated she is proud to be a parent and a Board member at CJS. She doesn't want to repeat this process in a year or two. She would like a Superintendent that the staff if comfortable with. She invites any and all comments and conversations to be expressed. She would like to work with everyone to make this decision.

Kim Densmore spoke next. She states that the fear that comes with a new Superintendent is always the issue of consolidation. CJS wants it to be clear that we do not want to consolidate. We do not

want to lose our small school status, which affects our funding. She asked that when looking for a candidate, consolidation needs to be addressed, maybe by a direct question. She fears that this may be a back agenda of a new person. Janet Regner stated this is a valid concern.

Beth Wylie spoke next. She stated that it is not about the title of the position but the substance. What will those positions do? The person needs to be willing to do whatever is needed. She would like a question to be asked of the candidate regarding their experience working with a small school district and their funding.

Andrea Clark spoke next. She reiterated that the staff stays here. She feels that it is important that the new Superintendent wear many hats as do most of the staff at CJS. She also would like to see someone that can work with a staff that voices their opinions. We are a family that works together and not just a number. She asked that since we are working with a short timeline, that if we do not have any viable candidates, the Board will entertain the idea of waiting until next year and hire an Interim Superintendent until the right candidate is hired. Vanessa Phillips reiterated what Andrea Clark stated.

Carol Carrillo spoke next. She would like the new Superintendent to be willing to work and build a close and positive relationship with the native students. She would like someone that will not only support the students but the native community also.

An audience member spoke next. After listening to the conversations, he feels that combining the Superintendent and Principal positions would hurt and limit the administration more than help.

III. Discussion/review Elements of Search Process and Timeline (ASBA Exhibit B)

Tracey Benson presented the Board with an updated search timeline. ASBA will be posting the Position and opening it up for applications on April 6, 2023 and closing the posting on April 27, 2023. Concurrently with the Application period, the Online Community/Staff Leadership Qualities Survey will be open and an optional Community Forum will be held if the Governing Board chooses. The school will be responsible to get the word out about the Community Forum and the Survey. ASBA will gather all of the input and present this information to the Governing Board. Dr. Nic Clement will be the Lead Consultant in our search and will be contacting each board member. Following the Application Period, Dr. Clement will gather applications and information from the Community Forum and Leadership Survey and present this to the Board for review. Applicant Screening will then be conducting during Executive Session. The Governing Board will then move to Open Session and state who they would like to invite for initial interviews. ASBA will notify all applicants and conduct background checks on applicants selected for interviews. Initial interviews will be conducted in Executive Session followed by Open Session to announce names of applicants for a second interview. Janet Regner stated that the Board would like to have different panels made up of parents, staff and community members in on the interview process. Tracey Benson stated they would do that more as a Forum with all applicants together. Janet Regner states she is not comfortable with that process. Superintendent Brown and Brandon Islas explained the interview process with the different panels that Mr. Brown went through when he was hired. Liz Scott would like the different panel option and incorporate the Yavapai-Apache Nation by having one of the groups meet at their Learning Center. Lynda Chavez does not think they will really get to know the person if all applicants are together at a Forum. She would also like to see the different panel option. Beth Wylie feels the panels made up of community members, staff and parents will add transparency. Final Interview will then be conducted. The Governing Board will enter into Executive Session to discuss finalists and enter into Open Session to announce a candidate. Contract negotiations will begin.

IV. Discussion/review Superintendent Position Posting
Will review during Special Meeting

V. Discussion/review Application Narrative Questions
Will review during Special Meeting

VI. Adjournment

A motion was made by Janet Regner and seconded by Mike Sullivan to adjourn at 6:50 p.m.
Motion carried. 5-0. Angie Smith, Janet Regner, Denise Kennedy, Tom Stewart and Mike Sullivan
voted in favor.