

October 14th, 2025

Joseph City USD Governing Board Report for the October 14th Meeting

Prepared by B. Fields

Updates and Current Events

- I am hiring a Special Education Director to work with us on an as-needed basis for the remainder of the school year. Her name is Mary Kline, and she comes with an impressive amount of experience including consulting, special services, down syndrome, instructional coaching, and administration. We will contract with her company (Kline Educational Services) on an hourly basis.
- If you will look at the bulletin board in the back of the meeting room you will see our mission statement posted. We are making a concerted effort to promote our vision and mission statements recently.
- Intramural Soccer and Flag FB programs are going at the elementary and have good participation numbers from our Elementary school. I would like to recognize Mr. Mosier on his efforts with organizing these activities for the children.
- Staff training and professional development is ongoing throughout the year and several things have been scheduled and completed. They include: CPR and First Aid, and Handle with Care (restraint training).
- I wanted to let you know that to complete the purchase of larger electric bus it will cost us approximately \$130,000. This is for the portion that the EPA grant won't pay for. To cover this expense, I would like to use the funds received from APS about 2 years ago. They paid the District \$500,000.
- The JH/HS campus had an on-site compliance audit about two weeks ago. The school did well on this audit and the only items found that need to be corrected are adding some handicapped parking spaces, and updating some links on our website. I would like to credit Eric and Dan for all their efforts with this. During their visit they randomly interview some teachers and students. On the final review interview that they had with me they made it known that everyone they interviewed was very happy with the schools and said that the "morale" seemed to be very good at our schools.
- We also had our annual fire inspections this past month and our maintenance, technology, and administration have all been working to fix items that the fire marshal reports mention. I appreciate the initiative that everyone has shown in working on this.
- I would like to see if the Governing Board is interested in providing input on next year's calendar. Specifically, when you would like it as an agenda item. It would be good to get it set before the second semester so that we can coordinate our professional development schedule with what the county is planning to offer. They are planning some training for teachers at the end of July, 2026.
- SFB Facilities inspectors have been on site for 1-week going through everything. They are doing this as part of a grant that they received. We were one of several Districts selected and by being part of this program it may help us in applying for funds in the future. Brad has been working with them extensively to go through equipment, roofs, and many other things all week.

- Parent-Teacher Conferences are coming up next Thursday. I am putting together some data for the board on how our 6th graders have performed over this 1st quarter. I should have it ready by the meeting.
- Fall interscholastic sports will be ending soon and the Winter season will be getting started.
- On the agenda there is an item for setting a potential Governing Board Outreach Meeting with staff. My suggestion is the enrichment day on October 24 starting at 9:30. I've been working on some information and parameters of the meeting that I would like the board to review. During the board meeting discussion, I would like to hear if the board (collectively) would like to have me arrange the set up or parameters of the meeting. My comments about the meeting below.

For Board Members Only (I will create a different flyer to provide to employees)

Joseph City Board Information for the Outreach Meeting

October 24, 2025

District Governing Board Meeting Room

9:30 am – 10:30 am

- Have one moderator (Board President?) and make introductions and statement for the purpose of the meeting.
- No GB actions or promises should be made at this meeting. State the GB's main role and responsibility is managing policy, and the hiring and firing in the District.
- Statement that I can send out to invite staff to the meeting: "The Governing Board would like to invite staff to attend this Governing Board Outreach Meeting. This will be an open public meeting where staff will have an opportunity to ask questions directly to the Governing Board and to share their opinions on educational programs and situations as they wish."

Some things to consider

- Public comments made at this meeting should be directed to all 5 board members.
- Maintaining open lines of communication within the boundaries of the chain of command are the appropriate method to address concerns. Trying to talk to one board member at a time to have them take up your complaint anonymously puts the governing board member in a conundrum and the situation most likely will not be resolved without collateral damage. There is a time to be anonymous (i.e. voting in elections), and a time to speak openly and publically about concerns and situations. When hearing about problems and issues in regards to the schools should be done to all 5 board members, not one or a selective few.
- It is a violation of policy and unprofessional for employees to be critical of programs and people, including board members, and they could be held accountable for things that they say in a meeting like this.

- If someone is truly concerned about retaliation against themselves for bringing attention to a problem, for making a complaint, or trying to correct an injustice, the best and most appropriate method to follow would be to make these things known at a public meeting. This would ensure their protection against retaliation and provide them professional and legal safeguards.
- Board members should avoid trying to give individuals extra influence or attention by having awareness when someone might be trying to leverage friendships or other relations for influence with a board member or administrator. This can be avoided by expressing neutrality, concern, and maintaining broad perspective when someone tries to do this. Encouraging people to follow the chain of command to attempt to address the concerns at the most logical level, and without bringing other people into a situation is an effective strategy for board members to use. Another strategy could be to encourage them to talk to all Board members at a public meeting.