

NOTICE OF PUBLIC MEETING  
OF THE  
NOAH WEBSTER SCHOOL-MESA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the general public that Noah Webster Schools-Mesa, an Arizona non-profit corporation, will hold a meeting open to the public on March 16, 2022 at 4:30 p.m. The meeting of the Board will be held virtually.

After commencement of the public meeting at 4:30 p.m., at any time during such meeting the Governing Board may call for an Executive Session(s) for, but not limited to, the following purpose(s):

(1) Discussion or consultation for legal advice with the attorney of the public body, A.R.S. § 38-431.03(A)(3).

Dated this 14 day of March, 2022.

  
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Vicki Dry, Secretary

A copy of the agenda for the public meeting as well as the unapproved minutes of the previous meeting are included with this notice.

If you are interested in attending the virtual meeting, please contact Vicki Dry at [vdry@noahwebster.org](mailto:vdry@noahwebster.org) to obtain a meeting link. In addition, the unapproved draft minutes of this meeting will be available for review within 3 days after the noticed meeting

March 14, 2022  
11:00 a.m.

CERTIFICATION OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the attached notice was duly posted in the office of Noah Webster Schools-Mesa and on the school's website on March 14, 2022 in accordance with the statement filed by Noah Webster Schools-Mesa with the Arizona Secretary of State.

Dated this 14 day of March, 2022.

  
\_\_\_\_\_  
Vicki Dry, Secretary

AGENDA FOR PUBLIC MEETING  
OF  
NOAH WEBSTER SCHOOLS-MESA  
March 16, 2022  
4:30 P.M.

Held Virtually

1. Call to Order
2. Approve the Minutes of the February 9, 2022 Board Meeting
3. Specific Matters to be Considered
  - Review of the FY21 Single Audit Report
  - Preliminary Budget Plan
  - Review and Adoption of the Fingerprint Clearance Care Policy for Contractors, Subcontractors or Vendors
  - Student Benchmark Reporting
4. Announcements and Adjournment

Dated this 14 day of March, 2022.

NOAH WEBSTER SCHOOLS - MESA

Chairperson

MINUTES OF THE PUBLIC MEETING  
OF  
NOAH WEBSTER SCHOOLS-MESA

February 9, 2022

Held Virtually

DIRECTORS PRESENT: John Tomasson, Teresa Wales, Sharon Miller, Ronrico Miller

DIRECTORS ABSENT: BJ Pennington,

PRESENT BY INVITATION: Vicki Dry, Secretary, Jessica Friedermann, Robert Rodenbaugh, Tara Bittinger

A public meeting of the Board of Directors (the "Board") of Noah Webster Schools-Mesa, an Arizona non-profit corporation (the "Corporation"), was held virtually at 4:30 P.M. A quorum being present, and the meeting having been duly noticed and called, the meeting was called to order.

1. Approval of the Minutes of the November 29, 2021 Board Meeting

The Board reviewed the minutes of the November 29, 2021 Board meeting. Director Tomasson made a motion to approve the minutes as presented. Director Wales seconded the motion.

The motion passed unanimously with Director Tomasson, Director Wales, Director S. Miller and Director Pennington voting to approve.

2. Specific Matters to be Considered

• Internally Generated 12/31/21 Financial Statements, Budget to Actual Reports and Accompanying Financial Information

Ms Dry, CFO/COO explained to the Board that due to the enrollment decline she and Director S. Miller had been meeting to review a plan of action to address the situation and how it has impacted the budget. Director Miller explained the depletion of cash reserves and the need to replenish them. Ms. Dry told the Board that she has been meeting with the Principals and the Department Directors to compile a list of budget cuts that need to be incorporated this fiscal year as well as next. Director Miller explained that she and Ms. Dry would be working on a plan for adjusting the budget to reflect the lower enrollment as well as the proposed budget cuts.

Director Tomasson requested that the Plan be presented to the Board at the March meeting.

- Suspension or Expulsion of K-4 Students Policy as per HB2123

Principal Friedermann reviewed the Suspension or Expulsion of K-4 Students Policy as per HB2123 with the Board. She indicated that our attorneys, Osborne Maledon, had provided input regarding the interpretation of the House Bill and how we could best implement its provisions. She indicated that although we have been following the prescribed guidelines this year, it is important that the Board review and adopt the policy as presented. The policy is as follows:

## **Suspension or Expulsion of K-4 Students**

The following procedures are adopted to comply with House Bill 2123 (A.R.S. § 15-843(K)), which imposes limitations and requirements on the use of suspensions and expulsions in addressing misconduct by students in grades K-4.

In the event of a conflict between this policy and the School's normal discipline policies, this policy will take precedence in addressing suspension or expulsion of K-4 students.

- I. **Firearms Exception:** The limitations on suspension and expulsion under this policy are not applicable if the student brings a firearm to school, per A.R.S. § 15-841(G), (K). Accordingly, students who bring a firearm to school may be suspended or expelled under the School's normal discipline policies, regardless of age.
  
- II. **Qualification:** Absent a Firearms Exception, students under seven years old may not be suspended or expelled. Alternative disciplinary interventions will be applied in the event a student younger than seven engages in misconduct.
  
- III. **Grounds for Suspension/Expulsion:** Absent a Firearms Exception, students who are at least seven years of age but who have not yet reached fifth grade will only be subject to suspension or expulsion if the misconduct occurs on school grounds and involves:
  1. "Aggravating circumstances," as defined below; OR
  2. One of the following offenses, AND failing to remove the student from the school building would create a safety threat that cannot otherwise be reasonably addressed:
    - a. Possession of dangerous weapon.
    - b. Possession, use, sale of dangerous drug or narcotic drug, as defined in A.R.S. § 13-3401 or a violation of A.R.S. § 13-3411.
    - c. Behavior that immediately endangers the health/safety of others.
  
- IV. **Pre-suspension/Expulsion Procedures:** Prior to imposing a suspension or expulsion under this policy, the school will do the following unless doing so is not feasible while maintaining health and safety of others:
  - Consider and, if feasible, employ alternative behavioral and disciplinary interventions ("ABDI");
  - Consult with parent regarding ABDI, to the extent possible; and
  - Document ABDI considered and employed.

- V. **“Aggravating Circumstances”**: By adoption of this policy, the school’s governing body determines that aggravating circumstances exist when the misconduct meets all of the requirements set forth in a-d below—*i.e.*, the misconduct:
- a. Is persistent;
  - b. Has been documented;
  - c. Prevents other students from learning OR prevents the teacher from maintaining control of the classroom; and
  - d. Is unresponsive to targeted interventions that include consultation with:
    - i. A school counselor, school psychologist, other mental health professional, or social worker if available, or through a state-sponsored program.
    - ii. If none of the foregoing are available, the targeted interventions must include consultation with the school principal or another school administrator.

If the misconduct meets the definition of “aggravating circumstances” set forth above, the school will not suspend or expel the student unless the following additional prerequisites are also present:

- e. Parent has been notified and consulted about the ongoing behavior, and
- f. In the case of long-term suspension (more than 10 school days) or expulsion, the school has provided a “disability screening” indicating that the behavior is not the result of a disability or suspected disability.

- VI. **Application for Readmission**: Following a long-term suspension or expulsion, a parent may apply for student’s readmission: (a) after a student has served at least 30 school days of the long-term suspension, or (b) forty-five school days after effective the date of an expulsion.

Applications for readmission must be submitted in writing to the Principal, who may grant or deny the application at his/her discretion. Applications will be considered on a case-by-case basis. The Principal’s decision on an application for readmission is final.

Director Tomason motioned to adopt the updated policy and procedures above that have been based on HB2123. Director R. Miller seconded the motion.

Directors Tomasson, R. Miller, T. Wales and S. Miller voted unanimously to approve.

- **AOI Application Update**

Ms. Friedermann reported that although the School’s AOI application was approved for this year, we were given permission to put it on hold for the remainder of the year. We will send a survey to our parents at the end of March or beginning of April to ascertain if there is any interest in an on-line program and if so, how much interest.

- Enrollment/Attendance Discussion

Both Mr. Rodenbaugh and Ms. Friedermann discussed what steps have been taken to date to ensure student progress. They discussed the following:

- **Academic Improvement Team (AIT) Progress to Date**

- Interventions
  - multitiered
  - heavy oversight on implementation and effectiveness
  - AIT Team in classrooms and reviewing intervention lesson plans weekly
- provide additional supports to teachers
  - K-3 training opportunity
- individual data meetings
  - data review and action plans
- data dashboard
  - individual teacher and students “Snapshot”
  - Provide interventions/retention/ services
- Interventions
  - Before School 120 min a wk
    - Sound Partner targeted skills
    - Adding more programs along the way
      - Starting up \*Success maker before school to accommodate students that are not able to attend our after school interventions
  - After School – 240-480 min a week
    - Two session daily (M-TH)
    - 3:00-4:00 – Successmaker – 3 classrooms 240 min week
    - 4:00-5:00 – targeted small group with teachers 240 min a week
    - Some students in both session
  - Grade Level – 150 minutes per week
    - Daily/Weekly Objective focused with assessments
    - Aligned to benchmark data and state assessment/standards
  - Data Results
    - Student by Student assessments for all intervention programs
  - Supplemental with Moby Max

- **Teachers**

- Two Prong Approach
  - Support & Training
  - Oversight enforcement of expectations
- Separation of employment at semester (both campuses had a teacher that was terminated at Semester Break who were
  - On improvement plans,

- unable or unwilling to perform, maintain and or reach the expectations set forth by admin even though they had met the initial hiring criteria,
  - Clear Data expectations
    - Growth and increase of 4% passing at each benchmark
    - Individual Data meetings
  - ELA Curriculum
    - Adoption of new Curriculum –
      - Exciting to see implemented
      - considerable amount of PD and supervision
      - Valuable resource for learning loss
      - Implementation process will continue in future years
  - Subs
    - In house subbing (limited)
    - Subs have less interest/more fear
    - Sub service rarely picks up request in 21-22
    - Aides cover for teachers; then aides not available for interventions
  - NAU next week – In recruiting season
    - Highest quality of Applicants
    - Short Supply
    - On the spot initial interviews
    - Campus Tours and Formal interview

In addition to the above focus on student progress, the Principals reviewed the highlights of what the schools are doing to increase enrollment for next year:

- **Enrollment**
  - Marketing Campaign
    - Targeted on specific areas that are known to have interest and proximity/transportation access to the campus.
      - Mailers
    - Social Media Ads
      - Targeted and Specific based on GEO tracking in the areas, linked relationship, searches by individual device users
    - SUSD schools closing – targeted area for mailers
    - Weekly and monthly tours
      - In person with Principals and admin staff
    - In-person weekend events (already started in Jan School Choice)
      - Local Events
      - NWS recruiting events at apartments/community centers
    - New partner with Easy Valley Moms – events and publicity
      - Large audience of families with younger students
      - Sponsorship at in person upcoming events
    - On site events (word of mouth)



- Reading under the stars
- Family Bingo Night
- Evening with the Arts
- Parent Volunteers back on site
  - APEX
  - Field Day
- Community Partnership with Local Church
  - Word of mouth
  - Tax credit donations & Assist on site with volunteer projects
- **Attendance**

Mr. Rodenbaugh provided the Board with a summary of the attendance issues being faced at both schools. This summary was a representation of the January 22 attendance activity. The presentation is attached to these minutes. This is a challenge that has presented itself off and on throughout the year but was excessive after the Winter break. These staff and student absences our interventions and general classroom progress. We have tried to mitigate by providing multi tiered interventions and teacher in class support as well as providing both digital and paper versions of absent work available for students.

Contact tracing for Covid and the resulting quarantines were discussed. Mesa currently has all staff masked and all students who ride the bus to and from school but there is no mask mandate for Mesa students unless dictated by quarantine advisories. The Pima campus must follow the Tribal Directive and therefore all staff, student and visitors must be masked.

### 3. Announcements

There were no announcements. The next Board meeting date is set for 4:30 pm on March 16, 2022.

### Adjournment

There being no further business, the meeting was adjourned at 6:00 p.m.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2022

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Vicki Dry, Secretary

Unapproved minutes posted to website on February 10, 2022