



Western School of Science and Technology: CFA

Meeting of the Board of Directors of Western: CFA

Date and Time

Thursday March 18, 2021 at 8:30 AM MST

Location

Western School of Science and Technology:

A Challenge Foundation Academy

6515 W. Indian School Rd.

Phoenix, AZ 85033

<https://wsst.zoom.us/my/jmakowske>

Notice of Public Meeting

of the Board of Directors of

Western School of Science and Technology: A Challenge Foundation Academy, Inc.

Pursuant to Arizona Revised Statutes ("A.R.S.") § 38-431.02, notice is hereby given to the members of the Board of Directors of Western School of Science and Technology: A Challenge Foundation Academy, Inc., and to the general public that the board will hold a meeting, open to the public as specified below. The Board of Directors reserves the right to change the order of items on the agenda, with the exception of public hearings set for a specified time.

Pursuant to A.R.S. § 38-431.03.A.3, the Board of Directors may go into Executive Session, which will not be open to the public, concerning any item on the agenda, for discussion, consideration, or consultations for legal advice.

ALL ITEMS ON THE AGENDA ARE OPEN FOR DISCUSSION AND POSSIBLE ACTION, INCLUDING REPORTS AND ACTION ITEMS AGENDA

Disabled persons in need of special accommodations should contact Ms. Jessica Makowske at 623.249.3900 at least 24 hours prior to the scheduled meeting time.

Where: Western School of Science and Technology:

A Challenge Foundation Academy

6515 W. Indian School Rd.

Phoenix, AZ 85033

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When: Thursday, March 18, 2021 8:30 a.m. MST

Agenda

I. Opening Items

Opening Items

- A. Record Attendance and Guests
- B. Call the Meeting to Order
- C. Call to the Public

*The public must sign in before the board meeting.

A comment card must be completed before a public comment can be made. Comments are limited to three minutes.

**This is the time for the public to comment. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later date.

II. Consent Agenda

ConsentAgenda—All items on this agenda will be considered by a single motion with no discussion unless requested otherwise by a board member.

- A. Approval of Meeting Minutes from WSST Governing Board Meeting on March 3rd, 2021
- B. Approval of Meeting Minutes from February 24th, 2021
- C. Approval of updated COVID-19 sick leave

The Federal Government enacted the Families First Coronavirus Response Act (FFCRA or Act) in April of 2020. The FFCRA required certain employers (including governmental entities) to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. These provisions expired on December 31, 2020.

On December 28, 2020, Congress enacted a new COVID-19 stimulus package. Congress is no longer mandating that employers provide expanded COVID-19 related leave and pay benefits but permits employers to do so.

The Administration is recommending that the District voluntarily provide up to 80 hours (10 days) of COVID-19 related sick leave to employees who are experiencing COVID-19 symptoms and are seeking a medical diagnosis or who test positive for the COVID-19 Virus and are in quarantine and cannot telework due to illness or their job duties.

The Administration has concluded that it is financially and administratively feasible to provide this benefit. The Administration has further concluded that the cost of providing such benefits will be more than offset by the value accruing to the School, including but not limited to: helping to ensure the health, safety and well-being of our workforce and community members; reducing the likelihood that employees feel financially pressured to return to work prematurely; alleviating potential staff shortages, and fulfilling the School's general duty to limit COVID-19 in the workplace.

The proposed benefit will only be available if the employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis or the employee tests positive for the COVID-19 virus and cannot telework due to illness or their job duties. The benefit will not apply to the qualifying conditions set forth in the FFCRA, such as caring for one's child in the absence of their regular child care provider or school closures.

Based upon the foregoing, the Administration proposes that the Governing Board approve the following COVID-19 paid sick leave benefit, effective upon Board approval:

A. In addition to the sick leave benefits set forth in existing School Policy, the School will provide up to 80 hours (10 days) of paid leave (referred to as COVID-19 leave pay) as follows:

1. The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis or the employee tests positive for the COVID-19 virus and cannot telework due to illness or their job duties; and
2. The employee has not already exhausted emergency paid sick leave under the Families First Coronavirus Recovery Act (FFCRA) or any additional leave previously approved by the Board; and
3. The employee must present evidence of a COVID-19 positive antigen test at the time the leave is requested or within 14 calendar days of the leave request. Should an employee who is symptomatic receive negative test results, the employee shall be required to return to work or use any existing paid leave they may have available to stay on leave.

B. This benefit of employment will expire on an employee's last date of employment or May 31, 2021, whichever is earlier.

C. Should the federal or state governments prospectively enact legislation that provides for COVID-19 related paid leave benefits, the School's COVID-19 paid leave benefit will

terminate, and the School shall comply with the requirements of the enacted legislation. Unless required by law, an employee shall not be entitled to additional COVID-19 paid sick leave beyond the 80 hours taken during the remainder of the 2020-2021 fiscal year.

D. Employees who qualify for regular Family Medical Leave Act (FMLA) leave or other leave pursuant to federal or state laws and/or School Policies shall remain entitled to apply for such leave.

D. Approval of the FY22 School Calendar

200-day Calendar

First Day of School August 2nd, 2021

Last Day of School June 10th, 2022

E. Discussion and Consideration of Policy for Removing Former Staff from GME

Policy Language:

It is the policy of Western School of Science and Technology to remove former staff members from GME within 48 hours of their last day of employment.

III. CEO Support and Evaluation

A. Presentation of School Director's Report

IV. Finance

A. Discussion and Consideration of Financial Statements & Vouchers

B. Presentation of Financial Committee Report

V. Academics

A. Presentation of Academic Committee Report

VI. Governance

A. Presentation of Governance Committee Report

- New Governing Board Policies ready for approval
- New Bylaws & Recruitment Strategy will be addressed in March
- Review Board Goals and progress; address how to follow up

- Basic
- Development: Board Training

- Development: Strategic Fund Development Plan
- Board Meetings: Board Meeting Evaluation
- Emerging
- Board Structure: Bylaws [March]
- Board Structure: Committees (there was a tie) [ongoing]

B. Discussion and Consideration of Barry Stratford's Appointment to the Board of Directors

C. Discussion and Consideration of the Resolution for Signing Power for the Facility Purchase

VII. Challenge Foundation Properties Update

A. Presentation of Challenge Foundation Properties Update

VIII. Development

A. Presentation of Development Committee Report

IX. Executive Session: Real Estate

A. Discussion of Facilities Purchase

X. Facilities Purchase

A. Discussion and Consideration of Seller Carry Options from Challenge Foundation Properties

XI. Closing Items

A. Meeting Feedback

B. Summary of Action Items and School Director Requests

C. Set Next Meeting Date & Agenda

Proposed Date: April 8th, 2021 @ 8:30 a.m.

D. Adjourn Meeting