**PLEASE POST**

**CAREER DEVELOPMENT, INC. EXECUTIVE BOARD**

**BOARD NOTICE AND AGENDA**

**REGULAR MEETING**

**Wednesday, March 8, 2023**

**5:00 p.m.**

**1300 Centennial Drive, Taylor AZ 85939**

**PASS Room**

Pursuant to ARS 38-431.02, notice is hereby given to members of the Career Development, Inc., Executive Board and to the General Public that the Board will hold a meeting open to the public on Wednesday, March 8, 2023 beginning at 5:00 pm at 1300 Centennial Drive Taylor, AZ 85939.

Board Members may attend either in person or remotely. A speaker phone may be used so that the audience can listen to the Board member(s) discussion, deliberations and vote.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time.

Pursuant to A.R.S. 38-431.03.A.3, the Board may vote to convene an executive session for discussion or consultation for legal advice with its attorney(s) on any matter listed on the Agenda. The attorney(s) may appear in person or telephonically.

The Meeting Agenda and agenda background material provided to Board members (with the exception of material relating to possible executive sessions) is available for public inspection 24 hours in advance of the meeting at the Northern Arizona Academy for Career Development Inc. Administrative Office, located at 1300 N. Centennial Blvd., Taylor, Arizona, Monday through Friday, 8:00 a.m. to 4:00 p.m.,

Individuals requiring an interpreter or persons with a disability may request a reasonable accommodation, such a sign language interpreter, by contacting the Northern Arizona Academy Director at (928) 536-3920 or acarlyle@naacharter.org at least 48 hours prior to the meeting so that the requested support can be arranged.

**1. Call to Order**

**2. Roll Call**

**3. Welcome and Introductions**

**4. Pledge of Allegiance**

**5. Reading of Vision**

Northern Arizona Academy will guide students in developing the social and academic skills necessary to achieve their goals and lead successful, fulfilling lives as citizens of the world.

**6. Adoption of Agenda**

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

**7. Consent Agenda**

The Board may approve or disapprove all Consent Agenda items in a single vote. However, any matter on the Consent Agenda may be removed from the Consent Agenda and discussed as a regular agenda item upon the request of any Board member.

A. Payroll Reports

B. Accounts Payable Reports

C. Vacation Liabilities

D. Payroll Action Forms

E. Board Meeting Minutes

F. Monthly Financial Reports

G. IRS Form 990

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

**8. Call to the Public**

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Board members are not permitted to discuss or take legal action on matters raised during Call to the Public unless the matters are properly noticed for discussion and legal action. However, the law permits Board members to do the following at the conclusion of the Call to the Public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be put on a future agenda.

Speakers must fill out a card listing name and topic and submit it to the Board Secretary prior to the time Call to the Public is heard. Speakers must make their comments in no more than three (3) minutes.  If necessary to accommodate all speakers within the 30- minute overall limit, the Board President may shorten each speaker’s time.

**9. Reports and Information Only Items**

9.01 Campus Update: The Board will be presented with an update on the campus by Donna Spires. The Board may schedule action for a later meeting based on the documentation provided.

9.02 Non-Profit Update: The Board will be presented with an update on Non-Profit matters by Amy Carlyle. The Board may schedule action for a later meeting based on the

documentation provided.

**10. Business: Discussion Topics**

Voting shall not occur on discussion topics. The Board may identify items to be placed on future

agendas during the discussion or request a staff member research a matter.

10.1 Capital Improvements: The Board may discuss ideas for ongoing capital improvements to the campus.

10.2 Board Calendar: The Board may discuss upcoming Board events.

**11. Business: Action Items**

11.1 Executive Director Job Requirements: The Board may discuss the desired requirements for the Executive Director Position. The Board may approve, approve with modifications, or deny approval of the Proposed Executive Director Job Requirements.

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

11.2 Board Award: The Board may discuss and nominate awardees for the Board Award. The Board may approve, disapprove or decline to nominate awardees at this time.

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

11.3 LEA Integrated Action Plan Proposed Board Goals: The Board may be presented with the LEA IAP Proposed Board Goals. The Board may approve, approve with modifications, or deny approval of the Proposed Board Goals.

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

11.4 Benefits to Support Retention: The Board may discuss and decide on implementing new policies or revise existing policies to improve staff retention. The Board may approve, approve with modifications or deny approval of Benefits to Support Retention.

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

**12. Executive Session:** The Board may interview Erin Durban and Christina Allen for the Executive Director Position. The Board may discuss the employment of Amy Carlyle.

The discussion or consideration of employment, assignment, appointment, promotion, demotion, salaries, discipline, resignation, or dismissal of a public officer, appointee, or employee of a public body may take place in an executive session. A.R.S. § 38-431.03(A)(1); *City of Flagstaff v. Bleeker*, 123 Ariz. 436, 438 n.2, 600 P.2d 49, 51 n.2 (App. 1979). This authorization for an executive session applies only to discussions concerning specific officers, appointees, and employees. This provision permits discussion in executive session of applicants for employment or appointment even though the applicants may not be currently employed by the public body.

If the public body proposes to discuss a personnel matter in an executive session, and the affected officer, appointee, or employee requests that the discussion occur in a public meeting instead, then these discussions must be conducted in a public meeting and not in an executive session.

Although the public body may *permit* the public officer, appointee, or employee who is the subject of discussion to attend the executive session, the Open Meeting Law does not specify whether that person has the right to attend. Whether he attends or not, the public body must make the minutes of the executive session available to the public officer, appointee, or employee who was the subject of discussion in the executive session. A.R.S. § 38-431.03(B)(2).

The minutes of and discussions that take place during an executive session are confidential under A.R.S. § 38-431.03(B) and may not be disclosed to anyone except the following people:

1. Any member of the public body, regardless of whether he or she attended the executive session. A.R.S. § 38-431.03(B)(1); *Picture Rocks Fire Dist. v. Updike*, 145 Ariz. 79, 81, 699 P.2d 1310, 1312 (App. 1985).

2. Any officer, appointee, or employee who was the subject of discussion at an executive session authorized by A.R.S. § 38-431.03(A)(1) may see those portions of the minutes directly pertaining to them. A.R.S. § 38-431.03(B)(2); *see* Section 7.9.4.

3. Staff personnel, to the extent necessary for them to prepare and maintain the minutes of the executive session.

The discussion or consideration of employment, assignment, appointment, promotion, demotion, salaries, discipline, resignation, or dismissal of a public officer, appointee, or employee of a public body may take place in an executive session. A.R.S. § 38-431.03(A)(1);

4. The attorney for the public body, to the extent necessary for the attorney to represent the public body.

5. The Auditor General in connection with the lawful performance of its duty to audit the finances or performance of the public body. A.R.S. § 38-431.03(B)(3); Ariz. Att'y Gen. Op. I79-l30.

6. The Attorney General or County Attorney when investigating alleged violations of the Open Meeting Law. A.R.S. § 38-431.03(B)(4).

7. The court, for purposes of a confidential inspection where an open meeting violation has been alleged. A.R.S. § 38-431.07(C).

Motion to enter Executive Session by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_

Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

Motion regarding personnel discussion during the Executive Session.

by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_

Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

**13. Future Meeting Dates and Items for Future Agendas:** The Board may discuss future dates for meetings and direct staff to place matters on future Board meeting agendas.

**14. Board Signatures**

Board members may be provided items requiring Board signature.

**15.** **Adjournment**

Motion by \_\_\_\_\_\_\_\_\_\_\_ Second by \_\_\_\_\_\_\_\_\_\_\_ Final Resolution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Yea: \_\_\_\_\_\_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_\_\_\_\_\_\_

Abstain: \_\_\_\_\_\_\_\_\_\_

**Posted this\_\_\_\_\_\_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_, 2023 by\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**