15-1408. Use of community college district resources or employees to influence elections; prohibition; civil penalty; definition

A. A person acting on behalf of a community college district or a person who aids another person acting on behalf of a community college district shall not use community college district personnel, equipment, materials, buildings or other resources for the purpose of influencing the outcomes of elections. Notwithstanding this section, a community college district may distribute informational pamphlets on a proposed bond election as provided in section 35-454. Nothing in this section precludes a community college district from reporting on official actions of the governing board.

B. Employees of a community college district may not use the authority of their positions to influence the vote or political activities of any subordinate employee.

C. This section does not prohibit community college districts from permitting student political organizations of political parties, including those that are recognized pursuant to sections 16-801, 16-802 and 16-803, to conduct lawful meetings in community college buildings or on community college grounds, except as prescribed in subsection A of this section. Each student political organization that is allowed to conduct lawful meetings on community college property shall have equal access as any other student political organization that is allowed to conduct lawful meetings on community college property.

D. Nothing contained in this section shall be construed as denying the civil and political liberties of any person as guaranteed by the United States and Arizona Constitutions.

E. By January 1, 2006, the attorney general shall publish and distribute to community colleges a detailed guideline regarding activities prohibited under this section. The attorney general may distribute these guidelines through a web site or electronically.

F. The attorney general or the county attorney for the county in which an alleged violation of this section occurred may serve on the person an order requiring compliance with this section and may assess a civil penalty of not more than five hundred dollars per violation, plus any amount of misused funds subtracted from the community college district budget against a person who violates or a person who aids another person in violating this section. The person determined to be out of compliance with this section shall be responsible for the payment of all penalties and misused funds. Community college funds or insurance payments shall not be used to pay these penalties or misused funds. All misused funds collected pursuant to this section shall be returned to the community college district whose funds were misused.

G. An attorney acting on behalf of a community college district may request a legal opinion of the county attorney or attorney general as to whether a proposed use of community college resources would violate this section.

H. All penalties collected by the court for a suit initiated in superior court by the attorney general shall be paid to the office of the attorney general for the use and reimbursement of costs of prosecution pursuant to this section. All penalties collected by the court for a suit initiated in superior court by a county attorney shall be paid to the county treasurer of the county in which the court is held for the use and reimbursement of costs of prosecution pursuant to this section.

I. For the purposes of this section, "misused funds" means community college district monies or resources used pursuant to subsection A of this section.

15-1441. Selection of precincts; district board members; terms; qualifications; vacancies

A. The board of supervisors shall establish in the same manner as provided in section 16-411 five precincts in a community college district for the election of a district board member from each precinct. A precinct in a community college district shall be composed of the number of election precincts as determined by the board of supervisors and shall have the same boundaries as are defined for the election precincts under section 16-411. If the board of supervisors redefines the boundaries of election precincts under section 16-411 which are included within a precinct in a community college district, the board of supervisors shall redefine the boundaries of the precinct in the community college district to conform with the election precinct changes. The precincts shall be established in a newly organized district subsequent to the organizational vote and the county school superintendent shall appoint five members, one from each precinct, who are qualified electors.

B. Where two or more counties constitute a district, as many precincts shall be set up by the board of supervisors in each county as the county is entitled to membership. In no case shall a county which is part of a district have more than four precincts, and where a district consists of two or more counties at least one member shall reside in each county.

C. At the first general election held for a district, the candidate having the most votes in each precinct shall be declared elected, provided the candidate meets the requirements provided in subsection A of this section. The two elected members having the highest number of votes receive six year terms, the two elected members receiving the next highest number of votes receive four year terms and the one elected member receiving the lowest number of votes receives a two year term. Thereafter each member's term is six years.

D. The next general election of district board members following the first general election shall be for the precinct where the elected candidate received the lowest number of votes and the second general election for the two precincts where the elected candidates received the next highest number of votes and the third general election for the two precincts where the elected candidates received the highest number of votes. The order of elections as established through this procedure shall thereafter be the order of precinct elections.

E. Vacancies shall be filled by appointment by the county school superintendent for the unexpired term for the precinct where the vacancy occurs, except that if the unexpired term is two years or longer, the county school superintendent may do one of the following:

1. Make an appointment for a term which shall be until the next regular election for district board members, at which time a successor shall be elected to serve the unexpired portion of the term.

2. With the approval of the district board, leave the vacancy until the next regular election for governing board members, at which time a successor shall be elected to serve the unexpired portion of the term.

F. When a vacancy occurs in a district with more than one county, the county school superintendent of the county where the previous incumbent resided shall fill the appointment for the unexpired term.

G. A county officer as provided in section 11-401 is not eligible to serve as a member of a community college district governing board during his term of office.

H. Employees of a community college district or their spouses are not eligible to hold membership on the community college district governing board in the district in which the employee is employed.

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15-1442. Nominating petitions; election; returns; results; certificate of election; statement of contributions and expenditures

A. Candidates for the district board must file nominating petitions, conforming to section 16-314, with the appropriate county officer.

B. Members of the district board shall be elected at the time and place, and in the manner, of general elections as provided in title 16.

C. If only one person files or no person files a nominating petition or nomination paper for a write-in candidate for an election to fill a community college board office, the county school superintendent no earlier than seventy-five days before the election may cancel the election for the position and appoint the person who filed the nominating petition or nomination paper to fill the position. If no person files a nominating petition or nomination paper for an election to fill a community college board office, the county board of supervisors no earlier than seventy-five days before the election may cancel the election for that office and that office is deemed vacant and shall be filled as provided in section 15-1441. A person who is appointed pursuant to this subsection is fully vested with the powers and duties of the office as if elected to that office.

D. The county school superintendent and the chairman of the board of supervisors shall meet on the seventh day following the election to canvass the returns in accordance with procedures for the canvass of returns in a general election. The county school superintendent shall declare the results of the election, declare elected the person receiving the highest number of votes for each office to be filled and issue to that person a certificate of election.

E. All candidates for the office of community college district governing board member shall file with the clerk of the board of supervisors a statement of contributions and expenditures as provided in section 16-913.

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15-1444

General powers of district governing boards

A. Except as otherwise provided, the district board shall:

1. Maintain each community college for a period of not less than eight months in each year and, if the funds of the district are sufficient, maintain each community college for a longer period.
2. Adopt policies in a public forum to offer programs that meet the educational needs of the population served by the community college.
3. Enforce the courses of study prescribed by the district board.
4. Visit each community college under its jurisdiction and examine carefully into its management, conditions and needs.
5. Exclude from each community college all books, publications or papers of a sectarian, partisan or denominational character intended for use as textbooks.
6. Appoint and employ a chancellor or chancellors, vice-chancellors, a president or presidents, vice-presidents, deans, professors, instructors, lecturers, fellows and such other officers and employees it deems necessary. The district board may enter into employment contracts with chancellors, vice-chancellors and presidents for a duration of more than one year but not more than five years.
7. Determine the salaries of persons it appoints and employs.
8. Remove any officer or employee if in its judgment the interests of education in this state require the removal.
9. Award degrees, certificates and diplomas upon the completion of courses and curriculum as it deems appropriate.
10. Appoint or employ, if it deems necessary, police officers who shall have the authority and power of peace officers. The police officers who have received a certificate from the Arizona peace officer standards and training board are eligible for membership in and benefits under either title 38, chapter 5, article 2 or the public safety personnel retirement system under title 38, chapter 5, article 4.
11. Determine the location within the district of a community college and purchase, receive, hold, make and take leases of, sell and convey real or personal property for the benefit of the community colleges under its jurisdiction.
12. Obtain insurance or be self-insured, or a combination of insurance and self-insurance, against loss, to the extent it is determined necessary on community college buildings of the district. The local district shall have an insurable interest in the buildings.

B. The district board may:

1. Administer trusts declared or created for the district and receive by gift or devise and hold in trust or otherwise property wheresoever located, and if not otherwise provided, dispose of the property for the benefit of the district.
2. Lease real property, as lessor or as lessee. If a district is the lessee, the lease may contain an option to purchase the property. The district board may adopt policies as are deemed necessary and may delegate in writing to the chancellor or president of the district, or their designees, all or any part of its authority to lease property under this paragraph. A district board shall not delegate the authority to execute a lease that exceeds one hundred thousand dollars per year. Any delegation by the district board pursuant to this paragraph may be rescinded in whole or in part at any time by the district board.
3. Sue and be sued.
4. Contract. The district board may adopt such policies as are deemed necessary and may delegate in writing to the chancellor or president of the district, or their designees, all or any part of its authority to contract under this paragraph. Any delegation of authority under this paragraph may be rescinded by the district board at any time in whole or in part.
5. Construct, remodel and repair buildings.
6. In conjunction with other districts, establish policies for procurement of goods and services.
7. Provide a plan or plans for employee benefits which may include optional retirement programs pursuant to section 15-1451, subsection A, which allow for participation in a cafeteria plan that meets the requirements of the United States internal revenue code of 1986.

8. Accept grants or donations of monies from the United States, or from any of its agencies, departments or officers, or from persons, corporations, foundations or associations. A district board shall deposit the monies into a specific fund or account and a district board shall administer the monies in accordance with the purpose of the grant or donation with specific policies or restrictions as described or stipulated in the grant or donation. In the case of personal property granted or donated to or for the benefit of a community college district, a district board shall immediately transfer possession and ownership of the property to the designated district.
9. Enter into intergovernmental agreements or contracts pursuant to section 11-952.01 for participation in programs offered by public agency pools or separately contract with a trustee or board of trustees that provides a common self-insurance program with pooled funds and risks pursuant to section 15-382, subsection B, paragraph 2. The district board is not required to engage in competitive procurement in order to make the decision to participate in these programs.

C. If a district acquires real or personal property, whether by purchase, exchange, condemnation, gift or otherwise, the district shall pay to the county treasurer any taxes on the property that were unpaid as of the date of acquisition, including penalties and interest. The lien for unpaid delinquent taxes, penalties and interest on property acquired by the district:
1. Is not abated, extinguished, discharged or merged in the title to the property.
2. Is enforceable in the same manner as other delinquent tax liens.

D. From and after December 31, 1988, in a district whose boundaries encompass a vehicle emissions control area as defined in section 49-541 the district board shall require all out of county and out of state students to sign an affidavit at the time of course registration that the student's vehicle meets the requirements of section 49-542. From and after December 31, 1988, the district board on property under its jurisdiction within a vehicle emissions control area shall prohibit the parking of those vehicles which fail to comply with section 49-542.

E. A community college district and a joint technological education district governing board may enter into agreements for the provision of administrative, operational and educational services and facilities.

F. Each district may establish a program for the exchange of students between the community colleges under its jurisdiction and colleges and universities located in Sonora, Mexico. The program may provide for in-state tuition for Sonora students at the community colleges under its jurisdiction in exchange for similar tuition provisions for Arizona students enrolled or seeking enrollment in Sonora colleges and universities. The community colleges may work in conjunction with the Arizona-Mexico commission in the governor's office to coordinate recruitment and admissions activities to provide for in-state tuition for up to fifty Sonora students at the community colleges under its jurisdiction in exchange for similar tuition provisions for up to fifty total Arizona students enrolled or seeking enrollment in Sonora colleges and universities.

G. Each district shall facilitate transfer articulation coordination pursuant to section 15-1824.

15-1445

Administrative powers of district governing boards

A district board shall:

1. Adopt policies for the government of the community colleges under its jurisdiction.
2. In conjunction with other district boards, set standards for the establishment, development, administration, operation and accreditation of community colleges in the district.
3. Fix tuitions and graduate the tuitions and fees between institutions and between residents, nonresidents and students from foreign countries. The district board may waive tuitions and fees and graduate tuitions and waivers for an employee or the spouse or dependent child of an employee of the district, or for a nonresident student enrolled in the district if the district board determines the waiver is in the best interest of this state and the student.
4. In conjunction with other district boards, submit to the economic estimates commission before January 10 of each year the estimated number of full-time equivalent students for the district as prescribed in section 15-1466.01.
5. Establish curriculums and designate courses that in its judgment will best serve the interests of this state.
6. Determine academic classes that qualify as open entry, open exit classes and prescribe policies for the operation of open entry, open exit classes.
7. In conjunction with other district boards and the state board of education, review and adopt, within the scope of the statutory definitions of vocational and technological education, program and staff standards with modifications as necessary for courses taught in community colleges. The district board shall base the standards on vocational and technological competence.
8. In conjunction with other district boards, establish qualifications of the instructional staff that, at a minimum, shall be equal to those required to meet accreditation guidelines and establish standards of vocational and technological competence required to instruct in occupational as well as academic subjects.
9. In conjunction with other district boards, prescribe guidelines providing for the transferability between community college district vocational and technological education programs and in conjunction with the state board of education prescribe guidelines for the interrelationship of secondary programs and postsecondary programs.
10. In conjunction with other district boards, prescribe the manner in which the self-evaluation of vocational and technological education programs is conducted as provided in section 15-1452.
11. If requested by the state board of education, assist in the preparation, publication and distribution of an annual state plan and a comprehensive five year state plan.
12. In conjunction with other district boards and the state board of education, develop a process to determine program funding priorities for state aid purposes. Each district board shall submit state aid recommendations to the legislature. The recommendations shall be based on the process and on existing cost studies of vocational and technological education in this state.
13. In conjunction with other district boards, prescribe qualifications for admission to community colleges for honorably discharged veterans who served on active duty in the armed forces for a minimum of one year and who were previously enrolled at a community college or university in this state. For the purpose of determining the qualifications, the district board may not consider prior failing grades received by the veteran at a community college or university in this state.
14. Require the publisher of each literary and nonliterary textbook used in the community colleges of the district to furnish computer software in a standardized format, when software becomes available for nonliterary textbooks, to the district board from which braille versions of the textbook may be produced.

15. Identify students simultaneously enrolled in a course for both high school and college credit by using the same student level data element required by section 15-1042, subsection A. The auditor general shall have access to this information when certifying the full-time equivalent student enrollment pursuant to section 15-1466.01, paragraph 4.
16. Beginning July 1, 2007, purchase United States flags that are manufactured in the United States and that are at least two feet by three feet and hardware to appropriately display the United States flag and purchase a legible copy of the Constitution of the United States and the Bill of Rights that is manufactured in the United States, and display the flags in each classroom in accordance with title 4 of the United States Code and display a legible copy of the Constitution of the United States and the Bill of Rights adjacent to the flag.

policy type

governance process

policy title **governance commitment**

The Board, on behalf of the residents of Maricopa County, will govern Maricopa County Community College District with a strategic perspective through a continually improved commitment to its vision, mission and values.

policy type

governance process

policy title **manner of governing**

The Board will govern in a manner that is nonpartisan and also balances outward vision with internal concerns. This includes encouraging diversity of viewpoints, and balancing strategic, tactical and administrative leadership styles. While a clear distinction shall be made between Board and Chancellor roles, it is also understood that effective performance requires an amalgam of collective and individual decisions that are both reactive and proactive, mindful of the past, but oriented toward the future.

More specifically, the Board will:

1. Operate in all ways mindful of its civic trusteeship obligation to those who own the organization, the residents of Maricopa County. Board members will work together, in a harmonious manner, in pursuit of this obligation. It will conduct the District's business in a respectful and civil manner, always mindful of the Maricopa County Community College District's public image.

2. Enforce upon itself whatever discipline is needed to govern efficiently, effectively, and with excellence. Discipline will apply to matters such as attendance, policy making principles, respect of roles, respect for democratic processes, and ensuring the continuity of governance capability. Continual redevelopment will include orientation of new members in the Board's governance process and annual Board discussion of the vision, mission and values, outcome development, and public stewardship in order to remain apprised of the institution's progress in these areas.

3. Direct, control, and inspire the organization through the careful establishment of organizational policies reflecting the Board's values and perspectives. The Board's major focus will be on the intended long term impacts outside the operating organization (outcomes), not on the administrative or programmatic means, except as they conflict with statutory law.

4. Cultivate a sense of group responsibility. The Board will be responsible for excellence in governing. The Board will be an initiator of policy, not merely a reactor to staff initiatives. The Board will use the expertise of individual members to enhance the ability of the Board as a body, rather than to substitute their individual judgments for the Board's adopted values.

5. Conduct itself in a manner that complies with all relevant laws and regulations. The Board will fulfill all of its legal and fiduciary responsibilities as required by state statutes, the Arizona Constitution, and all state administrative rules. These include responsibilities such as approval of the budget, tuition and fees, degrees, certificates and diplomas, graduation requirements, curriculum catalog policies and travel regulations and procedures upon recommendation from the Chancellor.

6. Keep well-informed about relevant global and local educational and other issues, by actively gathering information and attendance at appropriate workshops and conferences to fulfill its role.

7. Conduct a formal evaluation of the Chancellor in May of each year, to be based on previously agreed upon performance measures. In compliance with A.R.S. §15-1447, this would include a submission by the Chancellor of a complete report of the District and each college campus on the total number of full-time equivalent

policy type
governance process

policy title **manner of governing (cont'd)**

students enrolled during the year, the actual total number of students, the number of instructors regularly employed and the total number of students not residing within the District. The report shall be submitted at the close of each fiscal year.

8. When requesting any information, must make that request through the Chancellor's office. In the Chancellor's absence, requests will be made to the Acting Chancellor or the Chancellor's Executive Council members. An individual Board member must seek majority Board approval to acquire additional information. All Board requests will be made available to the entire Board.

9. Govern with appreciation of the diversity of our internal and external communities. Diversity is defined as the environment created within Maricopa that demonstrates equity and mutual respect of each person. Our goal is to develop good citizens who are well-trained and able to succeed in our diverse world and diverse economy.

10. Direct that an annual review of board policies begin in July of each year for the purpose of routine maintenance and relevant to the Board's legal and statutory duties, as well as the mission and goals of the District.

11. Monitor and discuss the board's process and performance. Self-monitoring will be conducted annually and will emphasize objective criteria that focus on board efficiency, public stewardship, effectiveness, and attainment of its outcomes.

AMENDED February 23, 2010, Motion No. xxxx
AMENDED April 28, 2009, Motion No. 9553
AMENDED September 23, 2008, Motion No. 9510
AMENDED December 13, 2005, Motion No. 9349
AMENDED November 27, 2001, Motion No. 9079
AMENDED December 12, 2000, Motion No. 9005
AMENDED February 22, 2000, Motion No. 8945
AMENDED December 14, 1999, Motion No. 8928

policy type

governance process

policy title **board job description**

The job of the Board is to represent the residents of Maricopa County in determining and demanding appropriate organizational performance. To distinguish the Board's own unique job from the jobs of its staff, the Board will concentrate its efforts on the following job "products" or outputs:

1. The link between Maricopa County Community College District and the citizens of Maricopa County.
   A. Board Members will be responsive to the concerns of the ownership, the citizens of Maricopa County.
   B. Board Members will keep in touch with relevant current and future issues.

2. Written governing policies that, at the broadest levels, address:
   A. Outcomes: Organizational products, impacts, benefits, outcomes, recipients, and their relative worth (what good for which needs at what cost or priority).
   B. Governance Process: Specification of how the Board conceives, carries out and monitors its own task.
   C. Executive Duties and Responsibilities: Constraints on executive authority that establish the prudent and ethical boundaries within which all executive activity and decisions must take place.
   D. Board-Staff Relationship: How power is delegated and its proper use monitored; the Chancellor role, authority and accountability.
   E. General: Areas of administrative operation where the Board has elected to continue to maintain ultimate authority.
   F. Board Auxiliary: Supplementary language that is related to the Board's governing of discretionary rights.

3. The assurance of Chancellor performance (against policies in 2A and 2B).

4. Legislative impact.

AMENDED December 13, 2005, Motion No. 9349
AMENDED November 27, 2001, Motion No. 9079
AMENDED December 14, 1999, Motion No. 8928

policy type

governance process

policy title **president's role**

The job "product" of the President is, primarily, the integrity of the Board's process and, secondarily, occasional representation of the Board to outside parties. The President is the only Board Member authorized to speak for the Board (beyond simply reporting Board decisions), other than in rare and specifically authorized instances. During the absence or disability of the President, the Board Secretary shall act as President.

1. The job output of the President is that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
   A. Meeting discussion content will only be those issues that, according to Board policy, clearly belong to the Board to decide, not to the Chancellor.
   B. Deliberation will be fair, open, and thorough, but also efficient, timely, orderly and kept to the point.
   C. The Board will offer the opportunity for input from individuals and organizations, including employee groups and affiliated organizations that have expertise and interests specifically related to Board decisions and Board policies. To ensure those opportunities, the President shall strive to adhere to an annual calendar of meetings that is well-publicized in advance, calling special meetings only when it is necessary for the Board to conduct business of an immediate and unanticipated nature that requires its attention before the next regularly scheduled board meeting. In view of the special and important circumstances that mandate the calling of a special board meeting, the President shall take into consideration the scheduling needs of the other Board members, including adequate notice that exceeds the open meeting notice required by law.

2. The authority of the President consists in making decisions that fall within the topics covered by Board policies on Governance Process and Board-Staff Relationship, except where the Board specifically delegates portions of this authority to others. The President is authorized to use any reasonable interpretation of the provisions in these policies.
   A. The President is empowered to preside over Board meetings with the commonly accepted power of that position (e.g., ruling, recognizing).
   B. The President, being an individual Board Member, has no authority to make decisions about policies created by the Board within the Outcomes and Executive Duties and Responsibilities policy areas. Therefore, the President has no authority to supervise or direct the Chancellor.
   C. The President may represent the Board to outside parties in announcing Board-stated positions and in stating presidential decisions and interpretations within the area delegated to him or her.

AMENDED February 23, 2010, Motion No. xxxx
AMENDED December 8, 2009, Motion No. 9629
AMENDED December 13, 2005, Motion No. 9349
AMENDED November 27, 2001, Motion No. 9079
AMENDED December 14, 1999, Motion No. 8928

policy type

governance process

policy title **board committee principles**

Board committees, when used, will be assigned so as to interfere minimally with the wholeness of the Board's job and so as never to interfere with delegation from Board to Chancellor. Committees will be used sparingly, and only when other methods have been deemed inadequate.

1. Board committees are to help the Board do its job, not to help the staff do their jobs. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. Board committees are not to be created by the Board to advise staff.

2. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Chancellor.

3. Board committees cannot exercise authority over staff. Because the Chancellor works for the full Board, he or she will not be required to obtain approval of a Board committee before taking an executive action. In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations although Board committees may include staff members.
4. Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee that has helped the Board create policy on some topic will not be used to monitor organizational performance on that same subject.

5. This policy applies only to committees that are formed by Board action, whether or not the committees include non-Board members. It does not apply to committees formed under the authority of the Chancellor.

AMENDED November 27, 2001, Motion No. 9079
AMENDED December 13, 2005, Motion No. 9349

policy type

governance process

policy title **board committee structure**

A committee is a Board committee only if its existence and charge come from the Board, regardless of whether Board members sit on the committee. The only Board committees are those that are set forth in this policy. (None).

AMENDED November 27, 2001, Motion No. 9079

policy type

governance process

policy title

annual board planning calendar

To accomplish its job with a governance style consistent with Board policies, the Board will follow a planning calendar that (a) carefully completes an annual review of Outcomes policies, (b) continually improves its performance through attention to Board education, enriched input, and deliberation, and (c) provides individuals and organizations with an annual predictable schedule of meetings to the greatest extent feasible to afford them opportunities to attend and participate in board meetings.

The annual calendar schedules planning activities that demonstrate compliance with the Maricopa Governance model as well as related actions that require approval by the Board. While the annual agenda follows a calendar year (consistent with the term of the Board President), it seeks to address cycles that contribute to multi-year planning. For instance, a revised Outcomes policy from which the staff can develop a budget and a financial plan for two fiscal years out will be adopted by the last day of March. Events that are used to demonstrate accountability, such as policy reviews and monitoring reports, are also scheduled.

January	Annual Organizational Meeting–Selection of Officers Legislative Update–January through June
February	Tuition and Fees to Governing Board as Information Item Action on Proposition 301 Workforce Development and Job Training Annual Plan
March	Action on Tuition and Fees Budget to Board as Information Item
April	Preliminary Budget Adoption
May	Chancellor Evaluation Strategic Plan Adoption
June	Final Budget Adoption
July	Review/Housekeeping of Board Policies begins
August	Annual Board Retreat–Review Multi-Year Planning Calendar, Proposed Policy Housekeeping Changes and Board Self-Evaluation
September	Prepare Calendar Revisions for next year, for approval no later than December Election Results (Primary) and Ballot Proposition Summary
October	Annual Monitoring Report of All Board Outcomes Distributed Action on Proposition 301 Workforce Development and Job Training Annual Report for 2009-2010
November	Review of Annual Report Data for use in Strategic Planning–Outcomes & Initiatives for Two Fiscal Years Out–Work Session Strategic Plan Retreat–Multi-Year Planning & Review of Strategic Directions Ballot Proposition Summary

policy type

governance process

policy title **annual board planning calendar (cont'd)**

December	Adoption of Housekeeping Policy Changes Election Results, Changes in Leadership and Committees, Preview of 2010 Session End of Year Report from Federal Lobbyists

AMENDED February 23, 2010, Motion No. xxxx
AMENDED November 25, 2008, Motion No. 9519
AMENDED April 29, 2008, Motion No. 9480
AMENDED March 25, 2008, Motion No. 9473
AMENDED December 13, 2005, Motion No. 9349
AMENDED December 14, 2004, Motion No. 9287
AMENDED December 9, 2003, Motion No. 9211
AMENDED December 10, 2002, Motion No. 9140
AMENDED November 27, 2001, Motion No. 9079
AMENDED December 12, 2000, Motion No. 9005
AMENDED December 14, 1999, Motion No. 8928

policy type

governance process

policy title

board members' code of conduct

The Board expects of itself, as a whole and of its members, ethical and professional conduct. This commitment includes proper use of authority and appropriate decorum in group and individual behavior when acting as Board Members.

1. Board Members must represent unconflicted loyalty to the interests of the entire community of Maricopa County. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other boards and staffs. Likewise, Board Members are elected to serve on a nonpartisan basis, and this accountability supersedes the personal interest of any Board Member acting as an individual consumer of the organization's services and when serving as a steward on behalf of the college district.

2. Board Members must avoid any conflict of interest with respect to their fiduciary responsibility.
   A. There must be no self-dealing or any conduct of private business or personal services between any Board Member and the organization except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.
   B. Board Members must not use their positions to obtain employment in the organization for themselves, family members, or close associates.

3. Board Members may not attempt to exercise individual authority over the organization except as explicitly set forth in Board policies.
   A. Board Members' interaction with the Chancellor or with staff must recognize the lack of authority in any individual Board Member or group of Board Members except as noted above in these governance policies.
   B. Board Members' interaction with the public, press or other entities must recognize the same limitation and the similar inability of any Board Member or Board Members to speak for the Board.
   C. Board Members will make no public judgments of the Chancellor or staff performance except as that performance is assessed against explicit Board policies by the official process.
4. Board Members must deal positively and respectfully with each other, including the use of open and honest communication.

5. The Board as a whole will provide sufficient opportunities for open, respectful, and honest communication with their internal and external communities.

6. In circumstances where the conduct of a Member has been questioned in accordance to the Board's own established policies, the Board may request that the Chancellor arrange for an independent review to be conducted for the purpose of advising the Board if noncompliance with its own policies has occurred by an appropriate individual(s). After receipt of the results of the review, the Board may discuss the matter in a public meeting, and as a body address the conduct of its member.

AMENDED December 13, 2005, Motion Nos. 9345 & 9349
AMENDED December 12, 2000, Motion No. 9005

policy type

governance process

policy title **reimbursement of expense/ insurance eligibility**

1. Board Members will be reimbursed at the same rates as district employees for mileage incurred for authorized travel or for necessary expenses incurred while on district business at conferences or professional meetings.

2. Governing Board Members, their spouses and dependent children may participate in the District's health, accident life and disability insurance plans if they pay the full amount of the premium(s). Board Members are subject to the same guidelines and parameters as other insurance eligible employees.

Board Members who participate in the above plans may continue to participate after leaving the Board if:
1. the member served at least six consecutive years on the Board, and
2. the Board Member pays the full premium.

The surviving spouse and/or dependent child of a Board Member or former Board Members may continue to participate in the plan if
1. they were covered under the Board Member's plan, and
2. they pay the full premium.

It is strictly prohibited for the District to expend any district funds to subsidize the participation of any Board Member, spouse or dependent in this program.

AMENDED December 13, 2005, Motion No. 9349
AMENDED December 12, 2000, Motion No. 9005

policy type

governance process

policy title **board operations**

The Board will operate in a consistent manner, following the policies detailed here, and unless otherwise noted, adhere to these operational proceedings:

1. Meetings
   A. Regular - The Board will normally meet on the fourth Tuesday of each month in the Governing Board Room of the District Support Services Center to take action on such items as human resources and administration, academic affairs, student development and community affairs and information technology services. Meetings may be held at sites throughout the District. The times for each meeting will be posted at least 24 hours prior to the meeting date.
   B. Special Meetings - Special meetings are called when it is necessary only for the board to conduct business of an immediate and unanticipated nature that requires its attention before the next regularly scheduled board meeting. A special meeting may be called on a needs basis by the President of the Board, or by a majority of the Board. In view of the special and important circumstances that mandate the calling of a special board meeting, the President shall take into consideration the scheduling needs of the other Board members, including adequate notice that exceeds the open meeting notice required by law.
   C. Strategic Conversations, Work Sessions and Community Forums - The Board will participate in meetings that are designed to discuss specific issues or topics and to gather community input regarding the Maricopa County Community College District. Opportunities will be presented either as Strategic Conversations, Work Sessions or Community Forums and will be held on a date established by the Board. Such meetings will either be held at the District Office or at community sites within the District. The time and location for such meetings will be posted at least 24 hours prior to the established date.
   D. Executive Sessions – In compliance with A.R.S Section 38-431.03, meetings may be called in order for the board to discuss its position and instruct its attorney regarding matters of pending or contemplated litigation.

2. Organization of the Board
   The annual organizational meeting will be held at the first meeting in January, where the Board will elect a President and Secretary. Nominations will be made for each office and decided or filled by a majority vote of the members. The Secretary will fulfill the duties of the chair in the absence of the President

3. Agenda
   The agenda and meeting materials shall be prepared by the Assistant to the Governing Board, reviewed by the Chancellor and delivered to the Board Members approximately four days prior to the regular meeting date.

4. Rules of Action
   A. Quorum
      i. A minimum of three members shall constitute a quorum and shall be necessary to conduct business.
      ii. Approval of an action item requires affirmative votes from the majority of the quorum.

policy type
governance process

policy title **board operations (cont'd)**

B. Consideration of Policy Matters
The Board will consider proposed new or revised policy twice, first as an informational item; then as a recommendation for approval. Upon a majority vote, the policy will be incorporated into the Board's policies.

C. Use of a Consent Agenda
   i. All items presented to the Board will be placed on a Consent Agenda, except policy considerations or annual budget approval.
   ii. Any item may be removed from the Consent Agenda by a Board Member, administrator or member of the audience.

D. Rules of Order
The board will establish its own rules of order, subject to the following:
   i. Abstention by one or more members shall constitute action, with the abstention to be stated by the Board Member(s).
   ii. The Consent Agenda shall be placed before the entire Board through a motion made by one of the Board Members. A second to the motion shall be required.
   iii. Other items on the meeting agenda that require action shall be placed before the entire board through a motion made by one of the Board Members. A second to the motion shall be required.
   iv. Appropriate discussion of the item shall be determined by the Board President who shall call for the vote. All discussion by Board Members shall be allowed on any item; however, discussion shall cease upon a motion approved by no fewer than four Board Members to call immediately for the question.
   v. Any motion may be amended, tabled, etc. A Board Member may move to amend a pending motion. A motion to amend may seek to add or strike words of the pending motion, or substitute a different motion on the same subject for the one before the Board. When a motion to amend has been moved and seconded, the Board President shall re-state the motion in order that the members of the Board may know what is before them. Discussion on a motion shall be confined to the merits of the proposed amendment.

5. Public Attendance and Discussion

A. Citizens Interim—The Board will set aside a portion of each agenda to hear from citizens regarding items of general concern.
   i. The Board President will, at his/her discretion call on each speaker permitting up to 5 minutes for the speaker's remarks.
   ii. The total number of speakers addressing a particular subject will be limited to no more than 9.
   iii. The Board President, may waive the limitations provided in items Ai and Aii.

B. Action or Informational Agenda Items
   i. The Board President may, at his/her discretion recognize a member of the audience to question or speak on a specific item on the agenda.
   ii. The provisions set forth in paragraphs Ai-iii shall apply.

C. Presenting concerns to the Board and the free expression of ideas should be communicated with decorum and respect. Uncivil or disorderly conduct is not permitted. The use of derisive or insulting epithets, or the direction of remarks that defame, attack or harass an individual may serve as cause for the Board's President to direct that the speaker immediately conclude his or her remarks.

policy type

governance process

policy title **board operations (cont'd)**

AMENDED February 23, 2010, Motion No. xxxx
AMENDED November 24, 2009, Motion No. 9624
AMENDED September 23, 2008, Motion No. 9510
AMENDED December 13, 2005, Motion Nos. 9346, 9347 & 9349
AMENDED December 9, 2003, Motion No. 9211
AMENDED November 26, 2002, Motion No. 9133
AMENDED November 27, 2001, Motion No. 9079
AMENDED April 22, 1997, Motion No. 8650

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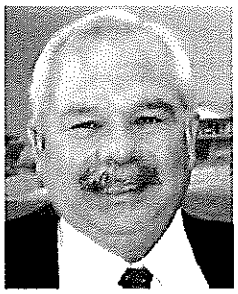
MR. RANDOLPH S. ELIAS LUMM
PRESIDENT



District #4 VIEW MAP
Date First Elected: 2008
Years of Service: 2009 -
Current Term Expires: December 31, 2014

COLLEGES REPRESENTED

Estrella Mountain Community College,
SouthWest Skill Center,
and Glendale Community College

COMMUNITY COLLEGE EXPERIENCE

Maricopa County Community College District, Maricopa County, AZ

- Elected to MCCCD Governing Board February 2008
- MCCCD Governing Board Secretary 2009
- MCCCD Governing Board President 2010

EDUCATION

- Master's of Social Work, Arizona State University 1994
- Bachelor of Science, Political Science - Northern Arizona University 1976
- Attended Phoenix College & Rio Salado College
- Flowing Wells High School, Tucson, Arizona

EMPLOYMENT HISTORY

- Licensed Substance Abuse Counselor, Arizona State DUI Prison West Managed by GEO Group, Inc.
- School Counselor, Tolleson Elementary School District - 12 years
- Adult Substance Abuse and Domestic Violence Counselor, part time - 14 years
- Program Contractor Specialist, Arizona Department of Economic Security - 15 years
- Real Estate

COMMUNITY EXPERIENCE

- Pendergast Elementary School Board - 8 years
- ComCare Board Mental Health Agency (now Magellan) - 2 years
- Commission on Appellate & Supreme Court Appointment - 1 year
- Supreme Court Confidential Intermediary Program Advisory Committee on Adoptions - 2 years
- Behavioral Health Examiners Board – Substance Abuse Credentialing Committee, present member - served 2 years of a 4 year term

PERSONAL INTERESTS

- Hiking
- Genealogy
- Reading

RESIDENCE & E-MAIL

- Residence: Litchfield Park, Arizona
- Married to Esther Duran Lumm
- Arizona native, born in Tucson, Arizona
- e-mail: randolph.lumm@domail.maricopa.edu

~ Ten colleges specializing in university transfer, continuing education, career and job training programs ~
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MR. JERRY D. WALKER
SECRETARY

District #2 VIEW MAP
Date First Elected: 2004
Years of Service: 2005-2010
Current Term Expires: December 31, 2010

COLLEGES REPRESENTED

Mesa Community College - Red Mountain Campus
and Scottsdale Community College

COMMUNITY COLLEGE EXPERIENCE

Maricopa County Community College District, Maricopa County, AZ

- Elected to MCCCD Governing Board in 2004
- MCCCD Governing Board Secretary 2010

PUBLIC SERVICE

Community

- Jun. 1999-Present - Health Education Consultant
- Jan. 2000-Dec. 2004 - 3rd Vice Chairman
  Arizona Republican Party, Legislative District 19

Organizations

- 2009 - National Environmental Health Association - Certified Environmental Health Technician - Emeritus
- 2008 - Founding President of Maricopa Association for Combat Veterans - *"A foundation designed to provide tuition for returning combat veterans from the war on terror"*
- 1986-Present - National Environmental Health Association
- Life Member - Veterans of Foreign Wars
- Life Member - Disabled American Veterans
- Life Member - Marine Corp League

EDUCATION

- University of Central Arkansas, Conway, AR
  - Master of Science, Counseling
  - Bachelor of Science, Sociology/Psychology (Social Work/Criminology)
- Charter Oak College, New Britain, CT
  - Bachelor of Science, Environmental Health
- Merritt College, Oakland, CA
  - Associates of Science, Environmental Health Technology
- Mid-America Baptist Theological Seminary, Memphis, TN
  - Theological Studies, Theology

EMPLOYMENT HISTORY

- Jun. 1999-Present - Health Education Consultant

- Mar. 2002-Jun. 2003 - Public Health Educator, Gila River Indian Community
- Aug. 1966-Apr. 1999 - U.S. Navy (Retired)

E-MAIL

- e-mail: jerry.walker@domail.maricopa.edu

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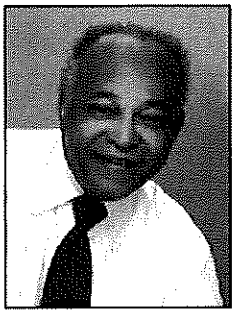
DR. DONALD R. CAMPBELL
MEMBER



District #5 VIEW MAP
Date First Elected: 1982
Years of Service: 1983-2012
Current Term Expires: December 31, 2012

COLLEGES REPRESENTED

Estrella Mountain Community College,
GateWay Community College, Maricopa Skill Center,
and South Mountain Community College

COMMUNITY COLLEGE EXPERIENCE

Maricopa County Community College District, Maricopa County, AZ

- MCCCD Governing Board President: 1987, 1996, 2001, 2005, 2008
- MCCCD Governing Board Secretary: 1986, 1995, 2000, 2004, 2007
- Elected 2006 - 6-year term
- Elected 2000 - 6-year term
- Elected 1994 - 6-year term
- Elected 1989 - 6-year term
- Elected 1986 - 2-year term
- Elected 1982 - 4-year term
- Maricopa Community Colleges' Foundation
- Maricopa Community Colleges' Audit and Finance Committee
- Maricopa Community Colleges' Student Assessment Committee
- Maricopa Community Colleges' Information Technology Committee

PUBLIC SERVICE

Military

- Arizona Air National Guard, Rank: Lieutenant Colonel
- 28 years of service (retired)
- Active duty from 1961-1962 serving in Europe during the "Berlin Build-Up"
- Duties: Chief of Social Action (10 years); Education Officer (5 years); Currently working on special projects for the State Adjutant General's Office under Donald Owens

Community

Phoenix Aviation Advisory Board

- Phoenix Sky Harbor International Airport is a "self-supported" department of the City of Phoenix and, as such, it must function as a private enterprise organization in order to survive.The board is responsible for recommending policies to the city council that will enable the airport to achieve its mission and maintain financial stability.
- Appointed member by Mayor Terry Goddard for a 3-year term (expired 1992)
- Served as chairman or the Aviation Advisory Board

Organizations

- American Society for Training and Development
- American Management Association
- American Marketing Association
- National Association of Appraisers
- NAACP (life membership)
- Roosevelt Council Boy Scouts - Executive Committee
- Arizona Real Estate Broker
- National Conference of Christians and Jews (life membership)
- Air War College Alumni Association
- Arizona State University Alumni Association (life membership Urban League)
- Consortium of Black Organizations for the Arts

Other Activities

- Phoenix Board of Adjustments (1970-1975)
- Northwest YMCA Board (1987)
- City of Phoenix Futures Forum, Policy Committee
- Governor Symington's Subcommittee on Drug and Gang Policy
- Arizona National Guard Joint Counter Narcotics Task Force
- EduCause National Committee on Computer Technology
- Glendale Chamber of Commerce
- Phoenix Chamber of Commerce
  - Planning/Zoning Committee
  - Rio Salado Planning Committee

EDUCATION

- Air War College, 1987, Maxwell Air Force Base
  - Glendale GLAD Progam, 1985
  - Leadership Development
- Air Command and Staff Course Seminar, 1982
- Arizona State University, Tempe, AZ 1980
  - Ph.D. Education Administration, Business and Economics
  - Air Force Social Actions School, 1977
  - 16 weeks in residence
- University of Arizona, Tucson, AZ 1960
  - School of Law (one year)
- Arizona State University, Tempe, AZ 1958
  - B.A. History, Political Science
  - Minor: Speech and Spanish
- Phoenix College, Phoenix, AZ 1956
  - A.A. Degree

TEACHING EXPERIENCE

1981 - 1990 - Arizona State University, Tempe, AZ

- MGT 301 - Principles of Management
- MGT 311 - Personnel Management
- MKT 300 - Principles of Marketing
- MKT 325 - Public Relations

1974 - 1984 - Arizona National Guard Dept. of Social Actions

- Race Relations
- Human Relations
- Equal Opportunity and Treatment

UNIVERSITY SERVICE COMMITTEES

- 1992 - Present University of Phoenix
  - Evaluator
- 1988 - Present Arizona State University
  - West Campus Faculty Screening and Selection Committee for the Division of Business
  - Martin L. King 1989 Celebration Day Planning Committee
  - Student Services Assistant Director for Minority Recruitment
  - Search Committee for Education Administration Services
  - 1989 Co-Chairman United Way Campaign
  - Search Committee, Vice Provost for Administration, West Campus
  - Chair, Library Dedication Planning Committee, West Campus
  - Chair, Classroom Dedication Planning Committee, West Campus
  - Chair, October West Planning Committee

  1986 Arizona State University West

- Vice President's Advisory Committee

1984 Arizona State University West

- Campus Planning Committee

- 1969 - 1975 Arizona State University West
  - Committee on Services to the Disadvantaged
- 1969 - 1973 Arizona State University West
  - Summer Sessions and Extension Advisory Committee
  - Search Committee, Business Faculty - Accounting, Finance, Marketing and Management

RESIDENCE & E-MAIL

- Arizona resident since 1945
- Member of Southminster Presbyterian Church
- e-mail: don.campbell@domail.maricopa.edu

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MS. COLLEEN CLARK
MEMBER

District #1 VIEW MAP
Date First Elected: 2006
Years of Service: 2007-2012
Current Term Expires: December 31, 2012

COLLEGES REPRESENTED

Chandler-Gilbert Community College,
Mesa Community College, Rio Salado College
and the MCCCD District Office

COMMUNITY COLLEGE EXPERIENCE

Maricopa County Community College District, Maricopa County, AZ

- Elected to MCCCD Governing Board in 2006
- MCCCD Governing Board Secretary: 2008
- MCCCD Governing Board President: 2009

PUBLIC SERVICE

Community

- East Valley Bible Church, active member.

EDUCATION

- Arizona State University
  - B.S., Applied Psychology

EMPLOYMENT HISTORY

- June, 2008 to Present: A & M Partnership, Project Manager
- April, 2008 to Present: East Valley Bible Church, Women's Ministry Coordinator
- February, 2007 to April, 2008: Crisis Pregnancy Centers of Greater Phoenix, Director of Prevention
- 2005 to 2007: Crisis Pregnancy Centers of Greater Phoenix, Community Outreach Director

RESIDENCE & E-MAIL

- Resides in Gilbert, Arizona
- e-mail: colleen.clark@domail.maricopa.edu

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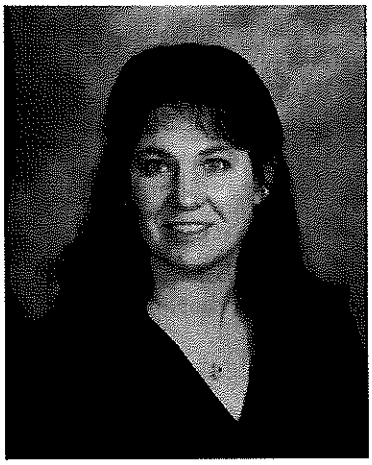
DEBRA PEARSON
MEMBER



District #3 VIEW MAP
Date First Elected: 2008
Years of Service: 2009 -
Current Term Expires: December 31, 2014

COLLEGES REPRESENTED

Paradise Valley Community College and Phoenix College

COMMUNITY COLLEGE EXPERIENCE

Maricopa County Community College District, Maricopa County, AZ

- Elected to MCCCD Governing Board, November 2008 - 6-year term

PUBLIC SERVICE

- Republican Precinct Committeeman
- Legislative District 18 Republican Committee: Vice Chair
- Arizona Republican State Delegate
- Arizona Republican County Delegate
- Arizona State House of Representative Government Operations & Retirement: Chair
- Arizona State House of Representative Committee on Banking & Insurance: Chair
- Arizona State House of Representative Oversight Committee on Community Colleges: Chair
- Arizona State House of Representative Oversight Committee of CPS (Child Protective Services): Chair
- Arizona State Joint Legislative Executive Committee of CPS (Child Protective Services): Chair
- Arizona State Joint Legislative Oversight Committee on Underground Storage Tanks: Co-Chair
- Arizona State Joint Legislative Case Load and Standards Committee of CPS (Child Protective Services): Chair
- Arizona State Joint Legislative Oversight Committee on Capital Technology: Co-Chair
- Arizona State Joint Legislative Long Term Care Oversight Committee (ALTC): Co-Chair
- Arizona State Joint Legislative HMO Reform Committee (ALTC): Co-Chair
- Arizona State House of Representative Government Reform Committee
- Arizona State House of Representative Health Committee
- Arizona State House of Representative Military Affairs Committee
- Arizona State House of Representative Committee of Rural Affairs and Economic Development
- Navajo Code Talkers Memorial Committee
- Ambassador to Israel, Women for World Peace
- Ambassador to Korea, Women for World Peace

Community

- Arizona Safe Baby Haven Law: Author
- HMO Reform
- Payson Community College/sponsor

- Northland Pioneer College/founding activist
- Activist for Girls Athletics/ White Mountains
- Water Treatment System/ Graham County
- WIFA
- State Retirement System Graduated Multiplier/author
- National Baby Safe Haven Foundation: Founder
- Lobbyist for NRA, Arizona Chiropractic Society, and the Eagle Forum
- Campaign Volunteer for Ronald Reagan's Presidential campaign
- Campaign Volunteer for many Arizona Congressional, Gubernatorial campaigns and Legislative races, as well as local elections for mayors, city councilmen, judges, county supervisors, and school board members
- Boy Scouts of America/Cub Scout Den Mother, Webelo Leader, Grand Canyon Council
- District Cub Scout Activities Director and Trainer: 19 years
- Firefighter
- Little League Baseball/basketball/hockey Coach/Team Mother
- Girls Volleyball Coach
- Girls Softball Coach
- Track Coach Assistant
- Arizona Scholarship Board
- Northern Arizona Home School Network Board
- Community CARE Board
- Navajo Code Talkers Board
- Arizona Safe Baby Haven Organization Board
- Colter Foundation Board
- Arizona Republican Assembly County Director
- Arizona Republican Assembly Board
- Arizona Eagle Forum Board
- Claysprings/Pinedale Firefighter
- Northern Arizona Barrel Racing Board
- Pinedale Bridge Run Board
- Pinedale Save our School
- Fourth of July Celebration Committee
- Fourth of July Parade Committee
- Cub Scout Day Camp Director
- Cub Scout Pinewood Derby Director
- Boy Scout Hiking Merit Badge Councilor
- Boy Scout Skiing Merit Badge Councilor/instructor

Organizations

- Girl Scout
- Bicentennial Committee
- Northern Arizona Barrel Racing Association Secretary
- Life Member, NRA
- Genomics Council
- National Committee of State Legislators: Health, Education, Transportation, Energy,
- National Committee of Native American Legislators
- National Committee of Insurance Legislators
- American Legislative Exchange Council
- Member, Safari Club International
- National Foundation for Women Legislators
- Arizona Safe Baby Haven Organization
- National Baby Safe Haven Foundation: President
- National Federation of Republican Women
- Eagle Forum
- Arizona Right to Life
- Cactus Wren Republican Women
- Paradise Republican Women
- Lincoln Republican Women
- Palo Verde Republican Women
- Central Phoenix Republican Women
- Minuteman Civil Defense Corp
- Arizona Republican Assembly
- People for the West
- Hummers to Harleys for Hope
- Hacienda HOGS
- P.O.W.E.R.R.
- Republican Professionals
- Colorado River Water Users Association CRWUA
- Americans For Prosperity
- Women for World Peace
- National Association of Legal Assistants NALA
- Arizona Association of Independent Paralegal's

RECENT AWARDS

- State Track and Field Titles
- Softball Championships
- Volleyball Championships
- Volunteer of the Year: Eagle Forum
- Top Sales/State
- Top Sales/ Western Region
- Arizona Republican Assembly Woman of the Year
- Friend of the the Tax Payer: 6 consecutive years
- Friend of Small Business: 6 consecutive years
- Friend of Agriculture
- Legislator of the Year: Arizona Association of Chiropractors
- Legislator of the Year: Independent Chiropractic Physicians: 6 consecutive years
- Legislator of the Year: Dine' College
- Legislator of the Year: People for the West
- Legislator of the Year: People for the US
- People's Warrior: Fellow Legislators

EDUCATION

- Associate of Science Degree, Northland Pioneer College
- Teaching Certificate
- Fire Operations I: Structural Fire Fighter
- Fire Operations II: Wild land Fire Fighter
- Fire Operations: HazMat
- Paralegal

- Business
- Cosmetology
- Real Estate
- Construction
- Massage/Reflexology/Lymphology Therapy
- Marketing/Campaigns and Elections
- Sales/Marketing
- Education
- Continuing Education: Water Law
- Continuing Education: Growth and Development/Research

EMPLOYMENT HISTORY

- Lumber Yard
- Saw Mill
- Logging
- Mechanics Assistant
- Filing/Clerk
- Receptionist
- Babysitter
- Waitress
- Cashier
- Farm/Ranch Hand
- Construction/concrete/framing/painting/roofing/plumbing/electrical/heavy equipment
- Truck Driver
- Accounts Receivable/Accounts Payable
- Blueprint/Bid Package/Construction Management
- Materials/Supplies/ Inventory Supervisor
- Construction Crew Supervisor
- Real Estate
- Marketing/Research
- Sales
- Teacher; Grade School and High School
- Business Management/Marketing
- Lobbyist
- Legislator
- Sales/Finance
- Office/Business Management/Marketing/Consulting/Research

RESIDENCE & E-MAIL

- Married to Craig Pearson/Scottsdale Business Owner
- Three boys (Nolan, Ryan, & Canyon) and two children by marriage (Tyler & Briana Pearson), six grandchildren
- e-mail: debra.pearson@domail.maricopa.edu