

6th Annual
PINAL COUNTY TOWN HALL

The Changing Workplace:
Education's Challenge



April 28-30, 1993
Francisco Grande Resort

1993 OFFICIAL REPORT

Sponsored by the Pinal County Development Board



Pinal County Development Board

POST OFFICE BOX 967

FLORENCE, ARIZONA 85232

PHONE 868-4331

June, 1993

Dear Town Hall Delegates:

On behalf of the Pinal County Development Board, it is my pleasure to provide you with the report and delegate directory from the Sixth Annual Pinal County Town Hall. The board and town hall advisory committee were very pleased with the attendance, enthusiasm, and energetic participation of the delegates.

The report is expanded this year to accommodate the inclusion of individual ideas and recommendations from each of the six discussion groups as requested by the Town Hall Consensus Group Report. The discussion group mini-reports follow the consensus group report in numerical order and are printed as originally submitted.

I want to also use this opportunity to again acknowledge our Partners in Economic Progress, listed in this report, who contributed both time and resources to help make the Pinal County Town Hall a continuing reality.

Should you have questions or comments concerning the report or overall process, feel free to contact our Town Hall planners, SunWest Educational Associates, at 836-2065. Your support and interest in the Pinal County Town Hall is greatly appreciated as we continue to work together for the economic well being of Pinal County.

Sincerely yours,



William C. Haus
Chairman
Pinal County Development Board

PINAL COUNTY TOWN HALL

**1993 . . . THE CHANGING WORKPLACE:
Educations Challenge**

**OFFICIAL
REPORT
1993**

Sponsored By The Pinal County Development Board

Report

**SUMMARY REPORT OF THE
SIXTH ANNUAL PINAL COUNTY TOWN HALL
APRIL 28-30, 1993**

INTRODUCTION

One hundred twenty seven delegates participated in the Sixth Annual Pinal County Town Hall held April 28-30, 1993, at the Francisco Grande Resort. This year's theme was "The Changing Workplace: Education's Challenge," and delegates heard from a variety of speakers and panelists, received and reviewed resource materials, viewed demonstrations, and participated in one of six discussion groups on this topic.

In order to share, review, and evaluate input from the small discussion groups and to arrive at a collective consensus regarding the topic and related issues, a consensus group met following the final small discussion group session. The consensus group consisted of 20 members, which included an overall facilitator and recorder, the facilitators and recorders from each small discussion group, and one representative selected by each group. The consensus group membership is listed at the conclusion of this report. The process used by the consensus group in arriving at its conclusions was to review and evaluate the input from each of the discussion groups and to identify common areas of agreement and/or disagreement, key concerns, and important issues needing further attention and/or resolution. The consensus group was encouraged to identify initial action steps which were to include attention to the "who, what, how, and when" questions to assure post-Town Hall action, follow-up, and ultimate evaluation of progress.

The consensus group report was presented to all the participants at the concluding general session of the Town Hall.

The written report that follows includes the overall consensus group report as well as a mini-report from each individual discussion group that details a variety of suggestions and ideas.

CONSENSUS GROUP REPORT

RESOLUTION

WHEREAS the one hundred and twenty-seven delegates of the Sixth Annual Pinal County Town Hall convened, discussed, and deliberated upon the topic of "The Changing Workplace: Education's Challenge."

AND WHEREAS, those assembled delegates have determined that society has changed and is changing, the needs of business and industry have changed and are changing, and education must rise to the challenges posed by those changes.

AND WHEREAS, the following opportunities already exist:

- Pinal County Youth Leadership
- Tech Prep (C.A.C.)
- Student participation in Town Hall
- Tuition guarantees to students
- Community College program for H.S. Sophs., Jrs., and Seniors
- Family Resource Center in Coolidge
- S.W.A.P.
- Community liaison in Apache Junction
- Computerized Learning Centers
- Project Help - in Apache Junction
- Headstart
- Casa Grande 2000
- RSVP
- Pinal County Government Tuition Reimbursement Program
- And many other fine programs.

AND WHEREAS, the delegates assembled have identified the following issues and opportunities facing our educational system and workplace that need both immediate and long-term resolution:

1. The need to form partnerships to develop strategic planning among business, education, government and the communities.

2. The urgent need to enhance cooperation and communication among existing entities and programs.
3. The lack of a coordinated vision for Pinal County among business, education, government, and the communities.
4. The lack of communication and interaction among business, education, government, and the communities.
5. The lack of sufficient positive involvement at all levels of education collectively and individually by business, government, and the communities.
6. The lack of accountability by business, government, communities, and individuals in the educational process.
7. The inequitable allocation of educational resources for all students.
8. The lack of adequate and equitable funding for educational purposes.

NOW THEREFORE, BE IT RESOLVED that the Pinal County Adhoc Committee adopt the following goals and recommendations:

1. Create and actualize a vision of the future for education in Pinal County through a cooperative strategic planning process implementing goals, timeliness and accountability involving business, education, and the communities.
2. Encourage each community through the Chambers, schools, business, and local government to develop programs that promote interaction and collaboration in the educational process and workplace.
3. At all local levels, devise, initiate, or expand processes that encourage positive involvement at all levels of education of business, government, community, and individuals.
4. In the development of a coordinated vision, define desired outcomes of the educational process and assign, choose, or clarify responsibilities.

5. Schools should recognize that students have varying needs, and resources should be allocated to meet the needs of college bound, non-college bound and special needs students.
6. In the development of the coordinated vision, all individual and corporate citizens of Pinal County should recognize the importance of education and actively support the maximization of the existing resources and the need for additional and equalization of funding.

ACTION STEPS

The Pinal County Town Hall Advisory Committee is directed to take the following action:

1. Distribute the 1993 Town Hall Report to the following individuals/groups:
 - Social Service/Non Profit/Religious Resources
 - Legislators - Education Committees
 - Governor Symington/President Clinton
 - School Boards
 - Chambers of Commerce
 - Board of Supervisors
 - Student Councils
 - Town Hall Delegates
 - Economic Development Foundations
 - Local Governments
 - Education Departments
 - Superintendents of Schools
 - School Administrators
 - Central Arizona College
2. Schedule a meeting prior to the 1993-94 school year and invite people listed on the report mailing list for the purpose of discussing and implementing the coordinated vision (planning).
3. Report back results of the meeting to the Pinal County Town Hall.

CONSENSUS GROUP MEMBERSHIP

Name	Organization
Boyd Johnson, Facilitator	Pinal County Public Defender
Rick Miller, Recorder	City of Casa Grande
Cindy Blair	SMOR Chamber of Commerce
David Brubaker	Seeds of Hope, Inc.
Jane Decker	Pinal County
Jenny Garvin	Eloy Chamber of Commerce
Diane Hake (student)	Central Arizona College
John Harris	Casa Grande Union High School
Ina Heffner	Ross Products Division
Matt Herman (student)	Casa Grande Union High School
Ken Huish	Town of Kearny
Jane Johnson	Evergreen Air Center, Inc.
Susan Lott (student)	Ray High School
Chuck McHugh	The Mahoney Group
Brett Nelson	Town of Florence
Sally Nichols	First Interstate Bank
Sandy Payne	San Manuel Healthcare Center
Olivia Rodriquez	Stanfield Elementary School Dist.
Barry Sutter	Apache Junction Unified Schools
Chris Zapata	Town of Superior

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #1

Facilitator: David Brubaker

Recorder: Olivia Rodriguez

ISSUES AND PROPOSALS

Priority Issues:

1. Work ethic/attitude/motivation of students (illustrated by the problem of high drop-out rate)
2. Community involvement in the schools (need for greater funding, and problem of teachers who do not live in the community)
3. Accountability of educators/parents/school boards

Recommendations:

1. Clarify expectations of students (graduates).
 - Dialogue with business to clarify expectations.
 - Once established, apply standards consistently.
2. Form partnerships to maximize resources (with businesses, schools, CAC, non-profits, churches).
 - Businesses adopt a school or class.
 - Businesses/government release employees to sit in on or volunteer in a classroom.
3. Accountability
 - Measure results of student outcomes.
 - Invite parent/grandparent/volunteer to participate in school activities.
 - Clarify school board's role in policy-making.
 - Clarify administrator's role in hiring and supervising staff.

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #2

Facilitator: Jenny Garvin

Recorder: Ken Huish

OVERVIEW

While this group did not decide on specific recommendations, the consensus report did reflect group discussions. However, the group *immediately* agreed on the truth that young people *do* know something and *are* more fully aware of the world and having to deal with it at an earlier age. Therefore, students should be more directly involved in deciding what and how they are taught. From there came the agreement that the change in society has caused schools to operate in a vacuum as support systems (family especially) withdrew from school involvement.

Schools need:

- Involvement of business people
- Involvement by community volunteers and parents
- Involvement of past graduates
- To educate public as to their needs
- Scholarships for students in the lower percentiles (not just 5-10 percent)
- Criteria from business for skill levels

Businesses need:

- To communicate skill levels needed which include interpersonal skills, verbal skills, critical thinking, application skills, basic skills (reading, writing, math) and adaptability
- Outcome-based education
- Listing of classes mastered on high school diplomas

Other items:

- Accepting students considered "bad seeds," learning what a student is good at and encouraging him/her in that area to increase self-esteem and keep that student in some system of learning.
- Ethnic role models for students
- Individual Education Programs (IEP's) for *all* students
- "All education is vocational." Remove stigma from voc-ed

The best part of the session was the exchange between educators and those in business. All learned and pledged to continue the dialog.

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #3

Facilitator: Ina Heffner

Recorder: Brett Nelson

IDEAS AND RECOMMENDATIONS

There was a general consensus in this group that there is a lack of coordinated vision for the educational process in Pinal County. Toward the end of creating this coordinated vision, the group felt the following activities should be initiated:

1. Each community should develop an alliance of business and education committee similar to the one functioning out of the Chamber of Commerce in Casa Grande. This group should include representatives from local businesses, the educational system, AND students from the local school district.
2. A county network should be established to share information, activities, planning, and resources. This network would be comprised of representatives from each community business and education alliance.
3. A community master plan should be created which would include implementational strategies with financial planning and projections.

The focus of the above activities would be to create and maintain healthy customer-supplier-producer relationships among education, business, local government, and students.

These activities should be initiated by the community representatives at the Town Hall with the local Chambers of Commerce, school boards, city councils, etc.

Other possible solutions to the question of improving the educational process in Pinal County are listed on the following page.

DISCUSSION GROUP #3 - Page 2

Possible solutions for improving and providing more resources for the educational process in Pinal County

- **Develop models for economic development as a community activity, including initiating apprenticeship programs.**
- **Involve retirees and winter visitors in educational activities.**
- **Solicit and utilize volunteers in the educational system**
- **Identify and communicate resources currently available:**
 - Directory of speakers and businesses for the classroom**
 - AZ School Board Assn.**
 - AZ School Board Assn. lobbyist**
 - etc.**
- **Share/communicate successful school and community programs from various communities through Jack Harmon's office.**
- **Disseminate Pinal County Town Hall Report to:**
 - Schools through Jack Harmon's office**
 - Cities and towns**
 - AZ School Board Assn.**
 - AZ Dept. of Education**
 - Student Councils**
- **Remember to involve students in planning and decision making regarding their educational process.**
- **Each school should identify a contact person for resources offering services, materials or equipment. This contact person should maintain and share a list of resources (i.e. a speaker directory, etc.) upon which teachers, administrators, student governments can call.**
- **There should be community-wide education advocacy. Citizens need to make elected officials aware of their desired focus on education and hold them accountable for representing this.**
- **Teachers should be empowered to assess their own training and development needs and develop and implement plans to address those needs through teacher in-service and other avenues.**
- **The penal institutions need to put more emphasis on counseling and rehabilitating inmates to minimize the negative impact on the youth.**

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #4

Facilitator: Jane Johnson

Recorder: John Harris

GENERAL COMMENTS

- 80% of the students are non-achieving.
- There is no work ethic among students, no parent involvement in education.
- Parents need to teach responsibility.
- Work ethic goes hand-in-hand with work enjoyment.
- Education needs to be universal, shared by schools, churches, businesses.
- Priorities — what are they?
- We still track — college-bound and non-college-bound.
- Students mirror society.
- We need to set standards.
- School control should be decentralized to local advisory boards different from school boards.
- Early intervention is crucial.
- Merit certificate should be given in lieu of grades.
- At-risk students are growing in numbers.
- Money — is there enough?
- Government controls and mandates come without funding.
- Expectations — are employers realistic?
- Problem-solving skills are highly needed.
- Role modeling work ethic needs to be done at home and school.
- Societal changes are the problem — values.
- Business/education partnerships help.
- Legislators need to be enlightened re: education funding.
- Fund schools instead of prisons.
- Corporate involvement is needed.
- Grass roots effort is needed.
- Employers want human beings.
- Should schools be social service agencies?
- What do businesses want?
- What do students need to know?
- Community involvement like Casa Grande 2000 is step in right direction.

SPECIFIC RECOMMENDATIONS

1. Recognize that *society* is changing.
2. Produce resource directory of educational partnership programs currently in operation throughout the county.
3. Support students by each community holding a student town hall.
4. Insist that the community and parents become lobbyists for education.
5. Pass resolution to support CAC Foundation's Operations First Step Program.
6. Redirect money to education instead of incarceration.
7. Develop recommendation to foster *communication* and interaction among education, social service and other agencies.

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #5

Facilitator: Dr. Barry Sutter

Recorder: Sandy Payne

SOLUTIONS/GOALS

Strategic Planning:

- Speak to each other frequently (meetings, goals, follow-up, reports)
- Models (existing) to develop plans
- Time lines
- Encourage small business participation
- Mentoring
- Learn to be problem solvers
- Apprenticeships
- Carry out these to next step
- Vision

Values:

- Volunteerism
- Extracurricular activities
- Student involvement in community improvement
- Older helping younger
- Shadowing programs (mentoring)
- Encourage absentee stakeholders to get involved in community
- Parenting classes
- Coordinate existing services
- Values education
- Encourage people to be problem solvers
- Community school — kids teaching parents about their school programs and opportunities
- Involvement

Make a commitment to network together to expand current "Points of Light" to encourage volunteerism and involvement in community improvement.

DISCUSSION GROUP #5 - Page 2

Funding:

- New sources
- Cooperative communication with state legislators in other counties.
- Legislative boundaries/rural legislative districts
- Individual responsibility to share information (networking)
- Demonstrated ability to use existed resources responsibly
- State funding formula
- Network grant writing
- Inter-government agreements
- Agency provided services (place) by schools
- Facility usage
- Coordinate consultants (e.g. ADA)
- School districts cooperate in purchasing (bulk buying)
- Schools join for health insurance, buses, etc.
- Different entities join to discuss joint ventures

THE CHANGING WORKPLACE: EDUCATION'S CHALLENGE

DISCUSSION GROUP #6

Facilitator: Chris Zapata

Recorder: Chuck McHugh

SPECIFIC RECOMMENDATIONS

- County School Superintendent should be the clearing house: central referral between businesses, government, and schools.
- School educators and businesses need to exchange ideas and programs to better understand each others' needs.
- Focus attention/resources to all students. Cream-of-the-crop and at-risk students receive more attention. The average students needs to be focused on as well.
- Graduation diplomas should outline specific areas of competency.
- Schools should provide classroom experiences that mirror real-life jobs. Business should facilitate these experiences.
- School boards, government bodies should communicate and work closely together.
- More adult education is needed.
- Year-round schooling needs to be explored more.
- Businesses and government should set up speakers bureaus and make available to schools on an as-needed basis.
- Formal mentoring and intern programs should be developed between schools, governments and businesses.
- Job fairs should be held in each community.

CONFERENCE PROGRAM SCHEDULE

WEDNESDAY, APRIL 28, 1993

3:00-6:30 p.m. **HOTEL CHECK-IN AND CONFERENCE
Ballroom Promenade REGISTRATION**

5:30-7:00 p.m. **RECEPTION**
Ballroom Promenade Compliments of the Francisco Grande Resort
Background Music by Jim Sorensen

7:00 p.m. **BANQUET AND KEYNOTE ADDRESS**

Presiding: Wayne G. Gerken
SunWest Educational Associates, Inc.

Welcome: Bob Mitchell, Mayor
City of Casa Grande
William C. Haus, Chairman
Pinal County Development Board
Stanley D. Griffis, County Manager
Pinal County

Address: **"Recognizing the Gaps and Building
Connections Between Them"**

Barbara Clark, Manager
Arizona External Education Systems
Motorola, Inc.

*Partners in
Economic Progress:* William C. Haus

THURSDAY, APRIL 29, 1993

6:45-7:45 a.m. **BUFFET BREAKFAST**
Ballroom Promenade

6:45-7:45 a.m. **STUDENT DELEGATE BREAKFAST**
Eagles Nest

7:30-9:00 a.m. **LATE REGISTRATION**
Ballroom Promenade

8:00-9:00 a.m.
Ballroom

GENERAL SESSION

Moderator: David Snider, Director of Library Services
City of Casa Grande

Video Presentation: **“America’s Choice: High Skills
or Low Wages”**

1993 Proceedings: Wayne G. Gerken
SunWest Educational Associates, Inc.

9:00-10:15 a.m.

DISCUSSION GROUPS

Group 1
Eagles Nest

Facilitator: David Brubaker, Executive Director
Seeds of Hope, Inc.

Recorder: Olivia Rodriguez, Board President
Stanfield Elementary School District

Group 2
Suite A

Facilitator: Jenny Garvin, Executive Director
Eloy Chamber of Commerce

Recorder: Ken Huish, Mayor
Town of Kearny

Group 3
Mesquite

Facilitator: Ina Heffner, Training Manager
Ross Products Division

Recorder: Brett Nelson, Town Manager
Town of Florence

Group 4
Suite B

Facilitator: Jane Johnson, Manager of Administration
Evergreen Air Center, Inc.

Recorder: John Harris, Business Manager
Casa Grande Union High School District

Group 5
Cottonwood

Facilitator: Dr. Barry Sutter, Associate Superintendent
Apache Junction Unified School District

Recorder: Sandy Payne, Administrator
San Manuel Healthcare Center

Group 6
Suite C

Facilitator: Chris Zapata, Town Manager
Town of Superior

Recorder: Chuck McHugh, Vice President
The Mahoney Group

10:15-10:30 a.m.
North Lawn

BREAK

10:30-11:45
Ballroom

GENERAL SESSION

Topic: **"The Business/Education Relationship:
The New Collaboration"**

Moderator: Dr. Joanna K. Michelich, Dean of Instructional Services
Superstition Mountain Campus,
Central Arizona College

Speakers: Dr. William Wright, Superintendent
Apache Junction Unified School District
Mr. Tim Alderson, Plant Manager
Ross Products Division, Casa Grande

11:45-12:45 p.m.
Ballroom Promenade

LUNCHEON

12:45-2:00 p.m.
Same as Previous

DISCUSSION GROUPS

2:00-3:30 p.m.
Ballroom

GENERAL SESSION

Topic: **"Partnerships and Connections:
The Pinal Experience"**

Moderator: Jack Harmon
Pinal County School Superintendent

Projects and Speakers:

- **Magma Learning Center**
Craig Spillman, Director Community Education
Aravaipa Campus, Central Arizona College
Bob Buckner, Co-Chairman
Joint Union Management Committee (I.B.E.W.)
Magma Copper Company
Jim Gamble, Co-Chairman
Joint Union Management Committee and
Senior Human Resources Representative
Magma Copper Company
- **Casa Grande 2000**
Helen Neuharth, Executive Director
Greater Casa Grande Chamber of Commerce
- **Student Work Achievement Program (SWAP)**
Jeff St. Clair, Director of Alternative Education
Apache Junction Unified School District
- **Jostens Learning Center(s)**
Martha Honeycutt, Director of Continuing Education
and Community Services
Central Arizona College

Joyce Pike, Marketing Consultant
Jostens Learning Corporation

Bill Sisco, Superintendent
Santa Cruz High School, Eloy

Dr. Bryant Ridgway, Superintendent
Stanfield Elementary District

• **Tech Prep**

Karl Peterson, Coordinator
Tech Prep and Total Quality Education
Central Arizona College

3:30-3:45 p.m.
North Lawn

BREAK

3:45-5:15 p.m.
Same as Previous

DISCUSSION GROUPS

5:15-6:30 p.m.

DELEGATE FREE TIME

5:15-5:45 p.m.
Eagles Nest

CONSENSUS GROUP MEETING

Consensus Group

Facilitator: Boyd T. Johnson
Pinal County Public Defender

Consensus Group

Recorder: Rick Miller, Planning and Development Director
City of Casa Grande

6:30 p.m.
Poolside

**SOCIAL HOUR AND POOLSIDE
DINNER/ITALIAN FESTIVAL**
Entertainment by CAC Jazz Ensemble
Jim Lee, Director

FRIDAY, APRIL 30, 1993

7:00-8:15 a.m.
Ballroom Promenade

BUFFET BREAKFAST

7:00-9:45 a.m.
Eagles Nest

CONSENSUS GROUP BREAKFAST AND MEETING

8:15-9:45 a.m.
Ballroom

“ROUNDTABLE CONVERSATIONS”

9:45-10:00 a.m.
North Lawn

BREAK

10:00-11:45 a.m.
Ballroom

CONCLUDING GENERAL SESSION

Presiding: Wayne G. Gerken

Status of 1992 Town Hall Recommendations

Consensus Group

Report: Boyd T. Johnson & Rick Miller

Consensus Group Facilitator and Recorder

Conference Evaluation and Acknowledgements

11:45 a.m.

ADJOURNMENT

Appreciation is extended to the following businesses for providing this year's delegate door prizes:

Eloy Tohono Golf Course
Francisco Grande Resort and Golf Club
Marriott Corporation – CAC Operation
SKYDIVE ARIZONA, INC.

Partners in Economic Progress

PINAL COUNTY BOARD OF SUPERVISORS

Special appreciation is extended to the Pinal County Board of Supervisors for its continuing commitment to and financial support of the Pinal County Development Board which has enabled it to serve as sponsor for the Pinal County Town Hall.

COMMUNITY PARTNERS

Major

City of Apache Junction

City of Casa Grande

City of Coolidge

City of Eloy

Town of Florence

Sustaining

Apache Junction Chamber of Commerce

Arizona City Chamber of Commerce

Coolidge Chamber of Commerce

Copper Basin Chamber of Commerce

Eloy Chamber of Commerce

Greater Casa Grande Chamber of Commerce

SMOR Tri-Community Chamber of Commerce

Superior Chamber of Commerce

Town of Kearny

Town of Superior

CORPORATE AND BUSINESS PARTNERS

Major

Evergreen Air Center, Inc.
Magma Copper Company
Ross Products Division
U.S. West Communications

Supporting

Arizona Public Service
ASARCO, Inc. - Ray Complex
Casa Grande Valley Newspapers Inc.
First Interstate Bank of Arizona, N.A.
Francisco Grande Resort

Sustaining

Arizona Water Company
Bank of Casa Grande Valley
Casa Grande Trophy
Cindy's Workforce
Fast Stop Convenience Stores
Garrett Motors
Gary Cropper Chevrolet and Chrysler Center
Lee's Apparel
The Mahoney Group
New Concepts Employment Services, Inc.
San Manuel Health Care Center
SMOR Training and Management Associates
Southwest Gas Corporation
SunWest Educational Associates, Inc.
Team Work Temporary Services
Trejo Oil Companies

Delegate Directory

Ms. Katie Abbey
Florence Unified School District
P.O. Box 1953
Florence, AZ 85232

Mr. Alex Acosta
Corporate Land Manager
Magma Copper Company
7400 N. Oracle Rd., Ste. 200
Tucson, AZ 85704

Mr. Tim Alderson
Plant Manager
Ross Products Division
1250 W. Maricopa Hwy.
Casa Grande, AZ 85222

Mrs. Etta Ruth Amerson
Council Member
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Ms. Janet D. Apkaw
Leasing Coordinator
Gila River Indian Community
P.O. Box 97
Sacaton, AZ 85247

Ms. Maureen Arnold
Director of Finance
Pinal County
P.O. Box 1348
Florence, AZ 85232

Mr. Ron Atwell
Manager, Commercial Printing
Casa Grande Valley Newspapers, Inc.
200 W. 2nd St.
Casa Grande, AZ 85222

Ms. Bonnie D. Bariola
Community Development Director
Town of Florence
P.O. Box 490
Florence, AZ 85232

Mr. Jack Beveridge
Executive Director
Pinal Gila Behavioral Health
2066 W. Apache Trail, Ste. 116
Apache Junction, AZ 85220

Mr. Terry Billingsley
Supervisor, Planning & Engineering
Arizona Public Service Co.
318 N. Marshall
Casa Grande, AZ 85222

Ms. Cindy Blair
Owner
Cindy Blair Salon and Barber Shop
329 A Avenue A
San Manuel AZ 85631

Ms. Mary Bradley
Fiscal Administrative Assistant
C.A.H.R.A.
P.O. Box 160
Coolidge, AZ 85228

Mr. David Brubaker
Executive Director
Seeds of Hope
702 E. Cottonwood Lane
Casa Grande, AZ 85222

Ms. Beverly Burritt
Reference Librarian
Pinal County Library District
P.O. Box 2974
Florence, AZ 85232

Dr. Bill Buttery
Director
SMOR Chamber of Commerce
P.O. Box 1886
Oracle, AZ 85623

Ms. Mary Caglj
Superior Chamber of Commerce
P.O. Box 95
Superior, AZ 85273

- Mr. Richard Carino
Superintendent
Eloy Elementary School District
1011 N. Sunshine Blvd.
Eloy, AZ 85231
- Mr. Jere Cook
President
Greater CG Economic Dev. Foundation
9185 N. Linnet Rd.
Casa Grande, AZ 85222
- Ms. Teri Carroll
Executive Director
Pinal County Visitor Center
Box 967
Florence, AZ 85232
- Mr. Stephen Cooper
Council Member
City of Casa Grande
300 East 4th St.
Casa Grande, AZ 85222
- Mr. Bob Chastain
State Representative
The Arizona House
1700 W. Washington
Phoenix, AZ 85007
- Mr. R.D. "Bob" Coulter
District Manager
Southwest Gas Corporation
201 W. 4th St.
Casa Grande, AZ 85222
- Mr. Roy Chavez
Mayor
Town of Superior
106 Palo Verde Dr.
Superior, AZ 85273
- Ms. Bobbie Craig
Teacher
Florence High School
P.O. Box 1953
Florence, AZ 85232
- Ms. Betsy Colburn
Town Hall Advisory Committee
P.O. Box 244
Kearny, AZ 85237
- Mr. Ben Crow
Dept. Head/Teacher
Casa Grande Union High School
616 E. 10th St.
Casa Grande, AZ 85222
- Mr. Marty Colburn
Town Manager
Town of Kearny
P.O. Box 639
Kearny, AZ 85237
- Mr. Wayne Cude
Superintendent
Ray School District
Box 427
Kearny, AZ 85237
- Mr. Michael Collett
Owner
Collett, Michael and Company
P.O. Box 866
Oracle, AZ 85623
- Mr. Tom Damiano
Mayor
City of Apache Junction
1001 N. Idaho Rd.
Apache Junction, AZ 85219
- Mrs. Kim Confer
Teacher
Ray School District
Box 427
Kearny, AZ 85237
- Ms. Anne Decker
Eloy Elementary School District
1102 N. Palo Verde
Eloy, AZ 85231

Mr. Don Decker
Pinal County Development Board
1102 N. Palo Verde
Eloy, AZ 85231

Ms. Jane Decker
Landfill Manager
Pinal County Landfill Dept.
P.O. Box 1747
Florence, AZ 85232

Ms. Helen Denton
Dean of Student Services
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85228

Mr. Don Dermody
Superintendent
Casa Grande Elementary Schools
1460 N. Pinal Ave.
Casa Grande, AZ 85222

Ms. Angie Desmarais
Administrative Manager
Pinal County
Box 827
Florence, AZ 85232

Ms. Jolee Dickson
Coolidge Unified Schools
P.O. Box 1499
Coolidge, AZ 85228

Mr. Terry Doolittle
Asst. Co. Manager for Administration
Pinal County
P.O.Box 827
Florence, AZ 85232

Ms. Polly Drakovich
Superior Chamber of Commerce
P.O. Box 95
Superior, AZ 85273

Mr. William A. Eck
Undersheriff
Pinal County Sheriff's Dept.
P.O.Box 867
Florence, AZ 85232

Mr. John Escarcega
Council Member
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Ms. Mary B. Espinoza
Division Director
Pinal Co. Division of Behavioral Health
P.O. Box 808
Florence, AZ 85232

Mr. Jeffrey L. Fairman
Executive Director
Greater CG Valley Econ. Dev. Fndn.
777 N. Pinal Ave.
Casa Grande, AZ 85222

Mr. Gilberto V. Figueroa
Pinal County Attorney
P.O. Box 887
Florence, AZ 85232

Mr. Wallace P. Flannery
Vice President, Material
Evergreen Air Center, Inc.
Pinal Air Park
Marana, AZ 85653

Ms. Armida S. Flores
Mayor
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Mr. John Flumerfelt
Housing and Grants Coordinator
City of Apache Junction
1001 N. Idaho Rd.
Apache Junction, AZ 85219

Mr. Merrill A. Forsyth
Council Member
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Mr. Vernon Hancock
Council Member
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Ms. Jenny Garvin
Executive Director
Eloy Chamber of Commerce
P.O. Box 788
Eloy, AZ 85231

Mr. Jack Harmon
County School Supt.
Pinal County
P.O. Box 769
Florence, AZ 85232

Mr. Martin Godusi
Director, Air Quality Control
Pinal County
P.O. Box 1076
Florence, AZ 85232

Ms. Gloria Haro
City Clerk
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Mr. Kent Griffen
New York Life
550 E. Cottonwood Lane
Casa Grande, AZ 85222

Mr. John H. Harris
Business Manager
Casa Grande Union High School
616 E. 10th St.
Casa Grande, AZ 85222

Dr. Stanley D. Griffis
County Manager
Pinal County
P.O. Box 827
Florence, AZ 85232

Mr. William C. Haus
Member
Pinal Co. Development Board
P.O. Box 1000
Apache Junction, AZ 85217

Ms. Yvonne Guillen
Student
Signal Peak Campus
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85228

Ms. Ina Heffner
Training Manager
Ross Products Division
1250 W. Maricopa
Casa Grande, AZ 85222

Ms. Diane J. Hake
Superstition Mountain Campus
Central Arizona College
273 Old West Highway
Apache Junction, AZ 85219

Mr. Matt Herman
Student
Casa Grande Union High School
405 Paseo Paloma
Casa Grande, AZ 85222

Mr. Willie E. Hampton
Vice Mayor
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Mr. Phil Hogue
Director, Planning & Dev. Services
Pinal County
P.O. Box D
Florence, AZ 85232

Mr. Tom Hollenbach
Board President
Casa Grande Elementary Schools
1460 N. Pinal Ave.
Casa Grande, AZ 85222

Ms. Martha Honeycutt
Director of Continuing Education
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85228

Ms. Heather Huffman
Student
Santa Cruz Valley Union High School
4708 E. Pinto Dr.
Eloy, AZ 85231

Mr. Ken Huish
Mayor
Town of Kearny
P.O. Box 639
Kearny, AZ 85237

Mr. Boyd T. Johnson
Pinal County Public Defender
Pinal County
3500 N. Pinal Parkway
Florence, AZ 85232

Ms. Jane Johnson
Manager of Administration
Evergreen Air Center, Inc.
Pinal Air Park
Marana, AZ 85653

Ms. Kathy Jue
Teacher/DECA
Casa Grande Union High School
616 E. 10th St.
Casa Grande, AZ 85222

Mr. Jimmie B. Kerr
District 3 Supervisor
Pinal Co. Board of Supervisors
820 E. Cottonwood
Casa Grande, AZ 85222

Mr. L. Paul Larkin
Pinal County Assessor
Pinal County
P.O. Box 709
Florence, AZ 85232

Mr. Michael R. Lee
City Manager
City of Apache Junction
1001 N. Idaho Rd.
Apache Junction, AZ 85219

Mr. Robert Lee
Owner
Lee's Apparel
480 Ave. A
San Manuel, AZ 85631

Mr. Patrick C. Lennan
Superintendent
Superior Unified Schools
199 Lobb Avenue
Superior, AZ 85273

Ms. Marie A. Lorona
Justice Court #3
Pinal County
628 N. Main St.
Eloy, AZ 85231

Ms. Susan Lott
Student
Ray High School
Box 427
Kearny, AZ 85237

Ms. Helen Macey
Director
Pinal County Housing Department
970 N. Eleven Mile Corner Rd.
Casa Grande, AZ 85222

Mr. Scott McEuen
Administrator for Transition
Casa Grande Union High School District
616 E. 10th St.
Casa Grande, AZ 85222

Ms. Cherie H. McGlynn
Board Chairman
Central Arizona Medical Center
306 W. 12th St.
Eloy, AZ 85231

Ms. Deanna McHaney
Principal
Stanfield Elementary School
P.O. Box 578
Stanfield, AZ 85272

Mr. Charles P. McHugh
Vice President
The Mahoney Group
P.O. Box 386
Coolidge, AZ 85228

Mr. David McMillion
Student
Aravaipa Campus
Central Arizona College
903 N. Webb Dr.
San Manuel, AZ 85631

Mr. Jack Meiner
Planning Supervisor
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Dr. Joanna Michelich
Instructional Dean
Superstition Mtn. Campus
Central Arizona College
273 Old West Highway
Apache Junction, AZ 85219

Ms. Jana Miller
Human Resources Coordinator
New Concepts
550 N. Florence St.
Casa Grande, AZ 85222

Mr. Ray Miller
Division Manager
Arizona Water Company
P.O. Box 1019
Casa Grande, AZ 85222

Mr. Rick Miller
Planning & Development Director
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Mr. Bob Mitchell
Mayor
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Ms. Brenda Mitchell
Project Smart (West School)
Coolidge School District
444 Lynn Dr.
Coolidge, AZ 85228

Ms. Veronica Montijo
City of Eloy
628 N. Main St.
Eloy, AZ 85231

Mr. Kent A. Myers
City Manager
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Mr. Warren J. Myers
Vice Pres./Manager
Valley National Bank
P.O. Box O
San Manuel, AZ 85631

Mr. Brett Nelson
Town Manager
Town of Florence
P.O. Box 490
Florence, AZ 85232

Ms. Helen Neuharth
Executive Director
Greater CG Chamber of Commerce
575 N. Marshall
Casa Grande, AZ 85222

Ms. Sally Nichols
Manager
First Interstate Bank
P.O. Box 53446
Phoenix, AZ 85072

Mr. Scott Nine
Student
Apache Junction High School
695 West 17th
Apache Junction, AZ 85220-7513

Mr. Jerry L. Odom
Pinal Printing
301 Ash Ave.
Casa Grande, AZ 85222

Mr. Robert Carter Olson
Administrative Deputy
Pinal County Attorneys Office
P.O. Box 887
Florence, AZ 85232

Ms. Kathryn Otte
Council Member
Town of Florence
P.O. Box 490
Florence, AZ 85232

Ms. Bonnie E. Palmer
Director
Family Resource Center
Coolidge Unified Schools
P.O.Box 1499
Coolidge, AZ 85228

Ms. Sandy Payne
Administrator
San Manuel Healthcare Center
P.O. Box L
San Manuel, AZ 85631-0430

Mr. George Peoples
Manager, Human Resources
Ross Products Division
1250 W. Maricopa Highway
Casa Grande, AZ 85222

Mr. Karl S. Peterson
Coordinator, TQE/Tech. Prep.
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85228

Ms. Janice Pratt
Instructor
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85222

Dr. Beth Price
Director, Institutional Research/Grants
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85228

Mr. Tony Rascon
Guidance Director
Casa Grande Union High School
420 East Florence Blvd.
Casa Grande, AZ 85222

Mr. Danny L. Ray
Council Member, Kearny
Arizona Public Service
P.O. Box 157
Kearny, AZ 85237

Ms. Louise Rebholz
Community Relations Manager
U.S. West Communications
407 W. Congress
Tucson, AZ 85701

Dr. Bryant Ridgway
Superintendent
Stanfield Elementary School District
P.O. Box 578
Stanfield, AZ 85272

Ms. Olivia Rodriguez
Board President
Stanfield Elementary School District
P.O. Box 578
Stanfield, AZ 85272

Ms. Sandie Smith
District 2 Supervisor
Pinal Co. Board of Supervisors
575 N. Idaho Rd.
Apache Junction, AZ 85219

Mr. Lionel Ruiz
District 1 Supervisor
Pinal Co. Board of Supervisors
P.O. Box 1018
Mammoth, AZ 85618

Mr. David P. Snider
Director of Library Services
City of Casa Grande
405 E. 6th St.
Casa Grande, AZ 85222

Mr. Bruce A. Schutt, M.S.
Director
Crisis Care Center
900 E. Florence Blvd. Ste. B
Casa Grande, AZ 85222

Mr. Wilbert J. Soltau
1181 Bonita Place
Casa Grande, AZ 85222

Ms. Rosemary Shearer
Publisher, Gold Canyon Ledger
3650 S. Blackhawk Rd.
Gold Canyon, AZ 85219

Mr. Craig Spillman
Director Community Education
Central Arizona College
Aravaipa Campus
Star Route Box 97
Winkleman, AZ 85292

Ms. Christy Shepherd
Student
Coolidge High School
202 W. Florence Ave.
Coolidge, AZ 85228

Ms. Karen Steinorth
Convention Coordinator
Francisco Grande Resort
26000 Gila Bend Hwy.
Casa Grande, AZ 85222

Mr. Reginald Sheppard
Chairman, Advisory Commission
Pinal County Housing Department
970 N. Eleven Mile Corner Rd.
Casa Grande, AZ 85222

Dr. Barry L. Sutter
Associate Superintendent
Apache Junction Unified Schools
P.O. Box 879
Apache Junction, AZ 85217-0879

Mr. Bill Sisco
Superintendent
Santa Cruz Valley High School District
9th and Main
Eloy, AZ 85231

Ms. Cindy Sutton
President
Cindy's Work Force
177 W. Cottonwood Lane #9-10
Casa Grande, AZ 85222

Ms. Jan Skelley
Literacy Coordinator
Western Pinal County Literacy Council
405 E. 6th St.
Casa Grande, AZ 85222

Mr. Chuck Teegarden
President, Board of Directors
Pinal/Gila Behavioral Health
2066 W. Apache Trail, Ste. 116
Apache Junction, AZ 85220

Ms. Sherry Ulmer
Executive Director
Pinal Gila Community Child Services, Inc.
P.O. Box 385
Coolidge, AZ 85228

Ms. Geraldine Yates
Director of Operations
Sunland Visitor Center
P.O. Box 300
Arizona City, AZ 85223

Ms. Dolores Underwood
Vocational Director
Santa Cruz Valley High School
9th and Main
Eloy, AZ 85231

Mr. R. Gary Yuva
Grants Coordinator
Pinal County
P.O. Box 827
Florence, AZ 85232

Mr. Peter Villa Verde
Council Member
Town of Florence
P.O. Box 490
Florence, AZ 85232

Mr. Chris Zapata
Town Manager
Town of Superior
734 Main St.
Superior, AZ 85273

Mr. Aaron Villaverde
Student
Superior High School
217 O'Donnell Dr.
Superior, AZ 85273

Ms. Donna Zimmerman
Board Member
Casa Grande Elementary Schools
1460 N. Pinal Ave.
Casa Grande, AZ 85222

Mr. Jim Waln
Director of Finance
Evergreen Air Center, Inc.
Pinal Air Park
Marana, AZ 85653

Mr. Ralph West
Council Member
City of Casa Grande
300 E. 4th St.
Casa Grande, AZ 85222

Dr. William Wright
Superintendent
Apache Junction Unified Schools
P.O. Box 879
Apache Junction, AZ 85217-0879

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PINAL COUNTY TOWN HALL
AD HOC ADVISORY COMMITTEE

Ms. Mary Lu Brooks.....Arizona City
Dr. William Buttery.....Oracle
Mr. Roy Chavez Superior
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EX-OFFICIO MEMBERS

Dr. Stan Griffis
Pinal County Government

Mr. William C. Haus
Pinal County Development Board

Ms. Sandie Smith
Pinal County Board of Supervisors

FACILITATOR

Mr. Wayne G. Gerken
SunWest Educational Associates, Inc.

