

**MINUTES OF THE SPECIAL MEETING
OF THE
WINSLOW UNIFIED SCHOOL DISTRICT NO. 1
GOVERNING BOARD**

CALL TO ORDER: The special meeting of the Governing Board of Winslow Unified School District No. 1 was called to order by Mrs. Sharon Greenwood, President, at 6:00 p.m., March 1, 2018, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mrs. Sharon Greenwood
Mr. Joey Hartnett
Mrs. Marilee Ervien
Mrs. Dodie Montoya
Mr. Allen Leonard

ABSENT:

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

NEW BUSINESS: A. Mrs. Mattox requested that the Board approve the formation of a swim team at Winslow High School.

Mr. Leonard made a motion to approve a WHS swim team and the motion was seconded by Mrs. Montoya.

Mrs. Montoya said there must be a male and a female lifeguard for the students' safety. Dr. Justin Hartman, Principal, said he thinks this could be covered under the terms of the intergovernmental agreement with the City of Winslow.

A vote was taken, with all members voting "aye" to approve the formation of a swim team at Winslow High School. Motion carried.

WORK STUDY SESSION: A. Mrs. Mattox presented information about the 2018-2019 school year calendar. She recently conducted a staff survey and results of the electronic survey were overwhelmingly in favor of a two week break with no intersession for this year. However, when she added in the hard copy results from the remaining staff members, the results were almost even between a two week break and a one week break for fall and spring. Mrs. Mattox reminded the Board that the calendar as it stands now for the 2018-2019 year was previously adopted by the Board and has been distributed all year. She urged that if the Board was inclined to change the calendar, they make slow changes in order to give the community and others an opportunity to provide input.

Mrs. Sharon Vasquez, a member of the Superintendent's Advisory Committee, addressed the Board. She expressed concern for the railroaders' vacations, which have already been scheduled; the longer summer break necessitating more reteaching; and the spring testing schedule.

Mrs. Mattox said the high school staff feels differently than the elementary teachers, but she pointed out that there are strong feelings all around about what's best for the students.

Mrs. Ervien said her son is the union representative for the railroad in this area and he said there is absolutely no problem changing vacations; he does it all the time. Mr. Leonard added that he has had no problem changing his vacation time.

Mrs. Penny Brimhall, NAVIT Coordinator, spoke to the Board about the fact that Winslow is the only participating district that does not align their spring break with that of Northland Pioneer College.

Mrs. Shirley Lomeli, Business Manager, also discussed issues that arise from not having our break aligned with NPC, such as employing bus drivers and aides. She reminded the Board that there are lots of factors to consider, including the number of paydays and the payment of insurance premiums.

Other topics discussed were teachers taking classes, special education scheduling, summer work schedules, alternatives to intersession, helping students in real time, the different needs of different age groups, families who have children in multiple schools, sports, and technology preparation. Ms. Deb Lopez, Student Advisor at Winslow Junior High School, said she is applying for a grant for tutoring. Mrs. Mattox said that options for tutoring are being explored, and dinner for students and an activity bus for transportation were also mentioned.

Members of the audience addressed the Board about the frustration that no one knew about this meeting and the fact that parents should have a say in the determination of the calendar. They also talked about people not having computer access to receive information and provide input.

Mrs. Lomeli said that time is critical because contracts are to be issued very soon.

The Board will study the matter further.

- B. Mrs. Mattox presented information about a four-day academic week. She recently spoke to several members of the Navapache Superintendents' Association and the majority of those she spoke to were not in favor of a four-day academic week. Factors to be considered include absenteeism, discipline, reduced budget capacity, the length of the school day, and the overall impact on the community.

Teacher retention, a modified-five schedule, our specific demographics and ongoing academic effects were also discussed.

Mrs. Montoya suggested that intersession take place in the mornings and PLC meetings take place in the afternoons. Mr. Leonard suggested moving the half-days to Fridays to benefit families.

At 7:08 p.m., Mrs. Greenwood called a brief recess, with the meeting to resume at 7:20 p.m. The meeting resumed at 7:20 p.m.

- C. Mrs. Greenwood distributed a list of Eight Characteristics of Effective School Boards. She recently attended, along with Mrs. Ervien and Mrs. Montoya, the Board Operations and Leadership Training Seminar presented by Arizona School Boards Association. She said that highly effective boards directly correlate to student achievement. She reviewed the characteristics she found to be very important and said it is not just about the end result, but how we achieve it.
- D. At this time, the Board reviewed the recent staff survey and each member shared common themes they saw in the results. A handout was distributed. Some of the issues mentioned by Mrs. Greenwood and discussed were communication, visibility, the school calendar, a tax credit initiative, school safety review, and transportation issues.

Mr. Hartnett said that consistency among schools, and moving beyond little things to focus on achievement are important themes. He said the District has come a long way this past year and we need to keep things moving forward. He urged anyone with concerns to speak up constructively and said the Board and administration need to foster cohesiveness.

Communication was the main complaint according to Mrs. Ervien and she understands that some of our issues are unique to Winslow. She, too, would like to see a tax credit advertising campaign.

Mrs. Montoya said she was concerned by the fact that all the surveys were not turned in as they are public record. She said perhaps a suggestion box at each site would be helpful. Mr. Leonard said he may have the junior high surveys. Mrs. Greenwood said Mrs. McCauley can help relay the information from the junior high staff.

Mr. Leonard said the Board members need to be more visible, and a school safety plan needs to be developed. He also said that the District needs a better flow from one school to the next, increased teacher pay and higher bus driver pay.

Mrs. Mattox shared that plans are underway for developing a school safety plan. Mr. Heister previously worked on it and The Trust will help. Jesus Villahermosa will be presenting in Holbrook and it would be good to attend that presentation.

Mrs. Greenwood suggested that the Board select three to five goals to work on in the near future. Communication, safety, pay and a better school year calendar were determined to be the top goals the Board wants to concentrate on.

The audience was invited to give input and some suggestions were better communication, a district FaceBook page and a more user-friendly website. Mr. Leonard said the Board is here for the staff.

E. Each member of the Board was invited to suggest topics for future work sessions. The following items were mentioned.

- Calendar
- Communication
- Tax credits
- Website and social media
- Visibility and productivity at events

ADJOURNMENT:

Mrs. Greenwood called for a motion to adjourn. Mr. Hartnett made this motion and Mrs. Ervien seconded it. All members voted "aye" and the motion carried. The time was 8:00 p.m.

President

Vice-President

Clerk

Member

Member

Cyndie Mattox, Superintendent