

**MINUTES OF A 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 Mr. Loren Sadler, President, at 9:03 a.m., January 9, 2014, in the District Board/Conference Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mr. Loren Sadler
Mrs. Marian Scheid
Mrs. Beth Carlson
Mrs. Roberta Hadnot

ABSENT: Mrs. Josephine "Dodie" Montoya

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

NEW BUSINESS:

A. Executive session for legal advice pursuant to A.R.S. 38-431.03.A.3:
Mr. Watson advised that this session is not necessary at this time.

B. Executive session for personnel matters pursuant to A.R.S. 38-431.03.A.1:
Mrs. Scheid made a motion at 9:04 a.m. to enter into executive session. The motion was seconded by Mrs. Hadnot and carried with a vote of "aye" from all members present.
Mrs. Montoya arrived shortly after the executive session began.
The executive session concluded and the special meeting resumed in open session at 9:45 a.m.

C. Mr. Watson reviewed a Statement of Charges in Support of Dismissal of Ronald Silverman, social studies teacher at Winslow High School.
Charge 1: Neglect of Duties/Insubordination/Willing Disobedience in violation of Governing Board Policies GCL, GBEA, GCMF, GCQF, GBEB, and Regulation GBEB-R.

Charge 2: Unprofessional Conduct in violation of Governing Board Policies IH, IHBA, IHB, GCL, GBEA, GCMF, GCQF, GBEB, and Regulation GBEB-R.

Charge 3: Unprofessional Conduct in violation of Governing Board Policies GBEA, GCMF, GCQF, GBEB, GBEBB, and Regulation GBEB-R.

Charge 4: Exhibiting Improper Attitudes in violation of Governing Board Policies GBEA, GCMF, GCQF, GBEB, IHBA, IHB, GCL, and Regulation GBEB-R, as well as state and federal laws.

Charge 5: Engaging in Discourteous Treatment of the Public/Unprofessional Conduct in violation of Governing Board Policies GBEA, GCMF, GCQF, GBEB, GBEBB, and Regulation GBEB-R.

Charge 6: Exhibiting Incompetency in his Work/Insubordination in violation of Governing Board Policies GBEA, GCMF, GCQF, GBEB, and Regulations IKA-R and GBEB-R.

Charge 7: Unprofessional Conduct/Failure to Follow District Purchasing Protocols in violation of Governing Board Policies GBEA, GCMF, GCQF, GBEB, IGA, IJ, IJJ, and Regulations IJ-R, IJJ-RA and GBEB-R.

Mr. Watson said that the foregoing incidents and overall pattern of behavior constitute just cause to dismiss Mr. Silverman from his employment with the District and administration is making that recommendation at this time.

Mrs. Hadnot made the following motion: "I move that the Governing Board of the Winslow Unified School District No. 1 dismiss certificated teacher Ron Silverman from employment with the school district at the expiration of ten (10) days from the date of service on him of notice of this Board's action based upon charges for dismissal as set forth in the charges presented to this Governing Board, which are incorporated in this motion by reference; that the charges be made a part of the minutes of this meeting; that Ron Silverman be placed on administrative leave of absence with pay until the effective date of the teacher's dismissal; that Ron Silverman not be re-employed by the school district for the reasons set forth in the charges; and that the Superintendent be authorized to provide notice of these charges and the Board's action to Ron Silverman. Further, that the Superintendent file a complaint with the Arizona Department of Education regarding the alleged unprofessional conduct that has been set forth in the charges presented to the Governing Board." Mrs. Scheid seconded the motion. A vote was taken and all members voted "aye"

ADJOURNMENT:

A motion to adjourn the meeting was made by Mrs. Carlson. The motion was seconded by Mrs. Hadnot. All members voted "aye" and the motion carried at 9:55 a.m.

President

Vice-President

Clerk

Member

Member

Douglas P. Watson, Superintendent

Richard L. Heister, Assistant Superin.