

**MINUTES OF THE SPECIAL MEETING #1
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., April 5, 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 (appeared by telephone)

ABSENT:

ITEM II: The Pledge of Allegiance was recited.

ITEM III: Mrs. Ervien made a motion to approve the agenda. Mr. Hartnett seconded it and the motion carried with an affirmative vote from all members.

ITEM IV: Mrs. Greenwood invited public comments on any listed items on the agenda at this time. She requested that anyone speaking should state their full name for the record and confine their remarks to three minutes or less. She stated that no action will be taken as a result of public comments. She reminded the public that the Board expects citizens who address the Board to present concerns regarding the activities in question rather than make personal attacks upon board members, staff or others present or absent according to Governing Board Policy BEDH. In addition, questions or comments on matters that are currently under legal review will not be accepted per Board Policy BEDH, Public Participation at Board Meetings. Anyone wishing to discuss an issue with the Governing Board that is not on the agenda should complete form WPS 511 located on the entrance table. Copies will be distributed to all board members for their consideration.

There were no comments from the public at this time.

ITEM V: New Business

A. Mrs. Mattox recommended that the Governing Board approve the hiring of the following personnel:

- John Mederer – Bus Driver – District
- Jordan Sawyer – High Needs Aide – Junior High

Mrs. Mattox recommended that the Governing Board approve the re hiring for the 2018-2019 year of the personnel on the attached Rehire Lists.

Mrs. Mattox recommended that the Governing Board approve the **transfer** of the following personnel:

- Gloria Alcott – from Parent Liaison at the High School to Transportation Secretary
- Amber Arend – from Substitute Teacher for the District to High Needs Aide at the Junior High
- Sal Hernandez – from Assistant Principal/Athletic Director at the High School to Principal at Washington School
- Marci Porturica – from High Needs Aide at Washington School to High Needs Aide at the Junior High

Mrs. Mattox recommended that the Governing Board approve the **resignation or retirement** of the following personnel:

- Samantha Austin - English Teacher – Junior High – Effective 5-31-18
- Clarence Billy – Bus Driver – District – Effective 3-9-18
- Janette Cervantes – English Teacher – High School – Effective 5-31-18
- Brooke Kivi – Math Teacher – High School – Effective 5-31-18
- Joseph Marquez – CTE Teacher – High School – Effective 4-15-18 (this is a change from previous resignation date of 5-31-18)
- Anita Montgomery – 1st Grade Teacher – Jefferson School – Effective 5-31-18
- Taylor Nuciforo – Kindergarten Teacher – Bonnie Brennan School – Effective 5-31-18
- Leslie Powers – 6th Grade Teacher – Washington School – Effective 5-31-18
- Isela Ramirez – Math Teacher – High School – Effective 5-31-18
- Maria Salazar – Bus Driver – District – Effective 5-31-18
- Analisa Scofield – High Needs Aide – Jefferson School – Effective 4-13-18
- Ciara Vela – Classroom Aide – Bonnie Brennan School – Effective 5-31-18
- Elvira Wilcox – S.A.F.E. Room Aide – High School – Effective 5-31-18

Mrs. Ervien made a motion, which was seconded by Mr. Hartnett, to approve the hiring, rehiring, transfer and resignation or retirement of personnel as recommended.

Mr. Leonard said he hopes we have a plan as that is a lot of employees leaving the junior high and high school. Mrs. Montoya asked if the parent liaison at the high school would be there for a while, and Mrs. Mattox said she would be there for a little while but that she needs to begin training in the new job soon as it is very in-depth with regard to reporting and regulations.

Mrs. Greenwood called for a vote and all members voted “aye”. Motion carried.

- B. Mrs. Mattox requested that the Governing Board approve a 2% increase for all employees and that they authorize the issuance of contracts and work agreements for the 2018-2019 year. She said that the original request for an increase came out of the budget meeting and from some of the Board Members. She has worked with Mrs. Lomeli and they have determined that this is possible.

Mrs. Ervien said she was proud to make a motion to authorize the 2% increase as requested and to authorize the issuance of the 2018-2019 contracts and work agreements. This motion was seconded by Mr. Hartnett.

The Board discussed this matter, asked questions and made comments. Mr. Leonard asked if employees will realize any increase after the higher insurance premiums are deducted. Mrs. Lomeli said she would explain more about the insurance rates during the next agenda item. Mr. Leonard said we have to find a way to get more money for teachers as they fall in the poverty level. Mrs. Montoya said she would rather forego the 2% increase and not cut anyone's job. Mrs. Mattox replied that no programs are being cut and the staff reductions are possible through attrition. Staff reductions are because enrollment numbers do not support the extra staff.

Mrs. Greenwood asked the members to vote on the motion. All members voted "aye" and the motion carried.

C. At this time, Mrs. Lomeli presented information about the District's medical, dental, vision, life and disability insurance benefits. She discussed the following points.

- Our medical insurance premiums will increase this next year by almost 14%.
- Our administrator, ASBAIT, is changing to AETNA providers as a result of their Request for Proposals (RFP).
- Mrs. Lomeli did send an RFP and Blue Cross/Blue Shield's proposal came in at a 17% increase in premiums.
- There will be no increase in the cost of our vision, dental, life and disability insurance premiums.
- There is an affordability clause that says no employee will be required to pay more than \$96.08 for their portion of the premium; therefore, the District was required to increase its portion. The District's payment will increase by \$50.00 per employee, for an increased cost to the District of \$120,000.00 per year.
- Employees will be able to choose from three plans offered.

Mrs. Lomeli showed cost comparisons for different categories of employees, different categories of coverage, the three different plans and the new year compared to this past year.

The members of the Board asked questions and made comments.

Mrs. Montoya made a motion, which was seconded by Mrs. Ervien, to approve the medical insurance rates and plans as presented. All members voted "aye" and the motion carried.

D. Mrs. Mattox requested that the Governing Board approve an out-of-state trip to Shiprock, New Mexico, on April 9 for Coach Scott Corum and some student athletes to be honored by *The Navajo Times*.

Mrs. Montoya made a motion to approve the out-of-state trip as requested. This motion was seconded by Mrs. Ervien and carried with an affirmative vote from all members.

ITEM VI:

Reports

- A. Mrs. Mattox reported that during Spring Break she and three others went to a training conducted by Jesus Villahermosa regarding school safety. She also said that representatives from The Trust came here and assessed our school sites. The junior high did an amazing job with regard to site safety procedures. She told the Board that school safety is our top priority and much work is being done on this matter.

She recently attended a planning session for the upcoming Cardinals Draft Day. It is estimated that 20,000 people will be in Winslow on April 28 for this event. Our own high school football team will be involved.

Mrs. Mattox attended a training with the city and county officials regarding any potential emergency with the levee. She said the amount of details and considerations in an emergency of this type was surprising.

Mrs. Mattox thanked the Leadership Team and teachers for their understanding regarding the staffing and planning for next year. Some very creative solutions are going to take place. Everyone is working hard to make the District run smooth.

- B. Mrs. Greenwood thanked the staff and students for their work during testing season. There is a lot that goes on behind the scenes.

She shared some thoughts about success. She urged everyone to remember that as a District, we are all on the same team. When one student or one school succeeds, we all benefit. Winslow is a competitive town and just as it is in sports, education is also a team effort.

ITEM VII:

Board Comments

Mr. Leonard said that we need to keep the endeavors to get more money for teachers at the forefront of our thoughts and efforts.

Mr. Hartnett said the District is doing the best we can with regard to insurance benefits. Not just for us, but everywhere, insurance is very expensive and there are large increases in rates every year. This is not sustainable. There just aren't much better options out there.

Mrs. Ervien said she was glad to be able to grant the 2% increase and she hopes that we can continue taking small steps. The District has got to increase pay for its employees.

Mrs. Montoya thanked Mrs. Lomeli and Mrs. Ruth Smith for their work on our insurance matters.

ITEM VIII:

Adjournment

Mrs. Montoya made a motion to adjourn the meeting. Mr. Hartnett seconded it. All members voted "aye" and the motion carried. The time was 6:40 p.m.

President

Vice-President

Clerk

Member

Member

Cyndie Mattox, Superintendent