

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

CALL TO ORDER: The regular meeting of the Governing Board of Winslow Unified School District No. 1 was called to order by Mr. Loren Sadler, President, at 7:00 p.m., March 19, 2014, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mr. Loren Sadler
Mrs. Josephine "Dodie" Montoya
Mrs. Marian Scheid
Mrs. Beth Carlson
Mrs. Roberta Hadnot

ABSENT:

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

APPROVAL OF THE AGENDA: Mrs. Montoya made a motion approve the agenda. The motion was seconded by Mrs. Scheid. A vote was taken and all members voted "aye". Motion carried.

APPROVAL OF MINUTES: Mrs. Scheid made a motion to approve the minutes of the regular meeting and executive session held March 6, 2014. The motion was seconded by Mrs. Montoya and carried with a vote of "aye" from all members.

CALL TO PUBLIC: Mr. Sadler invited public comments on any listed items on the agenda at this time. He requested that anyone speaking should state their full name for the record and confine their remarks to three minutes or less. He stated that no action will be taken as a result of public comments. He 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.

Sharon Vasquez, President of the Winslow Education Association, addressed the Board in regard to her concern about hiring an assistant superintendent. The issues she raised included losing \$140,000 due to the teacher experience index; repaying the Arizona Department of Education \$135,000 over two years for errors in student counts; a reduction in funding per student of \$100,000 because of a decrease of 15 enrolled students this year; and the fact that teachers are not getting a step increase because a 2% funding increase is needed for that and we are only getting a 1.4% funding increase. She asked the Board to consider whether we can really afford an assistant superintendent for the 2014-15 school year.

Karen Rockwell, Vice-President of the Winslow Education Association, spoke to the Board. She said that she does not mean to be negative and that she has nothing against the recommended assistant superintendent, but she, too, is concerned about funding. She referred to recent cost-saving measures implemented by the District, including the reduction back to half-day kindergarten and the implementation of grade level schools. She continued, pointing out that surrounding districts do not have an assistant superintendent. She said they have to multi-task, as do teachers, and administration should have to do the same. She said the Board needs to consider whether having an assistant superintendent is what is best for the students, and that there always seems to be funding for administration but not for raises or tutoring. Mrs. Rockwell also said that the way this matter is being handled is unprofessional, and she questioned whether the Board knew what administration was doing. She urged the Board to think about the things she said.

The Board thanked Mrs. Vasquez and Mrs. Rockwell for their input.

OLD BUSINESS: None

NEW BUSINESS: A. Mr. Watson recognized the Employees of the Month for February and March.

The classified employee for February is Tim Gallien, who handles maintenance at Bonnie Brennan School. Mr. Gallien does a fine job of taking care of that facility and shows a lot of initiative.

The classified employee for March is Tanya Luna, custodian at Washington School. Ms. Luna takes a lot of pride in her work and has a pleasant and positive attitude.

The certified employee for March is a substitute teacher, Renee Hardy. This is the first time a substitute has been named Employee of the Month, but Ms. Hardy more than deserves it. She is doing a great job for the District in a long-term assignment as a high needs special education substitute teacher. The District is very lucky to have her.

Mr. Gallien, Ms. Luna and Ms. Hardy will be recognized at their sites and given a plaque of appreciation at a future staff meeting as they were not able to be present tonight.

The certified employee for February is Larissa Richards. Mrs. Richards is an academic coach at the junior high and high school, specializing in English. She works with teachers, principals and other administrators to help find the best ways to teach Winslow students. She is doing a great job. Mrs. Richards was given a plaque and congratulations and appreciation from the Board and audience.

- B. Request ratification of expense and payroll vouchers per Ratification List No. 736 totaling \$653,396.18. This is a routine procedure to allow the District to submit vouchers to the County School Superintendent between board meetings.

Mrs. Carlson made a motion to approve all vouchers on Ratification List No. 736. Mrs. Hadnot seconded the motion. All members voted "aye" and the motion carried.

- C. Mr. Heister recommended that the Governing Board approve the hiring of the following personnel:

- Daniel Kakou - Substitute Teacher
- Latosha Foster – Emergency Substitute
- Jordan Payne – Emergency Substitute
- Berkley Hendricks – GEAR UP Tutor – Junior High School

Mr. Heister recommended that the Governing Board approve the rehiring of the following currently employed personnel:

- Personnel listed on the enclosed rehire lists for the 2014-2015 school year

Mr. Heister recommended that the Governing Board approve the transfer of the following personnel:

- Chea Cavin – from High Needs Sp Ed Aide at Junior High School to High School
- Kelci White – from High Needs Sp Ed Aide at High School to Junior High School
- Cyndie Mattox – from Principal at Jefferson School to Assistant Superintendent for the District

Mr. Heister recommended that the Governing Board approve the following volunteer:

- Mickie Baca – Volunteer Softball Coach – High School

Mr. Heister recommended that the Governing Board approve the resignation of the following personnel:

- Leah Wischmann – High Needs Sp Ed Aide – Jefferson School – Effective 5-29-14
- Chris Atwood – 4th Grade Teacher – Washington School – Effective 5-29-14
- Celina Beaudette – 4th Grade Teacher – Bonnie Brennan Magnet School – Effective 5-29-14
- Joseph Fredrickson – Social Studies Teacher – Junior High School – Effective 5-29-14
- Kathy Williams – 6th Grade Teacher – Washington School – Effective 5-29-14
- Meg Hughtart Fugate – Counselor – High School – Effective 6-13-14

Mr. Heister recommended that the Governing Board approve the retirement and return to work of the following personnel:

- Todd Turley – Voc Ed Drafting Teacher – High School – Effective after the conclusion of the 2013-14 school year

Mrs. Carlson said she objects to two of the transfers and she will speak to Mr. Watson regarding her concerns.

Mr. Sadler spoke regarding the issues raised under the Call to the Public. He said the Board has, over the last few months, weighed heavily and considered carefully whether or not to hire an assistant superintendent. Lots of factors were considered, including the opportunity for someone to train and facilitate smooth transitions in leadership; increasing requirements regarding data collection; increased audits, etc. These things require lots of hours and lots of personnel. Mr. Sadler said neighboring districts may be getting by without an assistant superintendent, but our leadership during the past few years has made it possible for our District to meet payroll and pay the bills, when other districts may not have. That speaks well of our administration.

Mrs. Carlson said her company has 168 employees, with 25 administrators. She said our much smaller administrative staff does a wonderful job with nearly twice as many employees. Our administrators work very hard and she doesn't think it would be possible for one person to do the job.

Mrs. Carlson made a motion, which was seconded by Mrs. Scheid, to approve the hiring, rehiring, transfer, volunteer, resignation and retirement and return to work of personnel as recommended, with the exception of the transfers of Chea Cavin and Kelci White. All members voted "aye" and the motion carried.

D. Mr. Watson requested that the Governing Board accept the following donations.

- \$79.00 to Jefferson School from Arizona Restaurant Systems, Inc. for Sonic Night
- \$75.00 to Washington School from Arizona Restaurant Systems, Inc. for Sonic Night

Mrs. Carlson made a motion, which was seconded by Mrs. Scheid, to accept the donations. All members voted in the affirmative and the motion carried.

E. Mr. Watson asked the Governing Board to approve a revision to Policy GCO – Evaluation of Professional Staff Members. He said the policy has been changed a few times recently to comply with changes in the law. The word "probationary" was to be changed to "partially effective". This change was missed and this revision will correct that.

A motion to approve the revision of Policy GCO as requested was made by Mrs. Scheid and seconded by Mrs. Carlson. All members voted "aye" and the motion carried.

- F. Mr. Watson requested that the Board approve a revised version of the Certified Performance Evaluation Plan. The word “probationary” will be changed to “non-continuing” per statutory requirement. He explained that in the past non-continuing teachers had two evaluations per year, but now they will have two observations and one evaluation. Language has been added and deleted to simplify the plan and align it with the statutes.

Mrs. Carlson made a motion to approve the revision to the evaluation plan as requested. Mrs. Scheid seconded the motion. All members voted “aye” and the motion carried.

- G. Mr. Watson requested that the Governing Board approve the addition of two additional electives to the high school curriculum, Advanced Percussion Ensemble and Mechatronics. He said the WHS percussion program is big and this would give those students another option. The Mechatronics course is a CTE course that would meet in Holbrook and teach a combination of mechanics and robotics.

Mrs. Scheid made a motion to approve the two courses as requested. Mrs. Montoya seconded the motion and it carried with an affirmative vote from all members.

- H. At this time, Mr. Watson presented the 2014-15 Agreement for Services from the Special Services Consortium. Services are provided according to the District’s special education needs and this is a beneficial arrangement for both the District and the employee. He recommended that the Board approve the agreement.

A motion to approve the agreement as presented was made by Mrs. Carlson and seconded by Mrs. Hadnot. All members voted “aye” and the motion carried.

- I. Mr. Watson requested that the Governing Board approve the 2014-2015 salary schedules and authorize issuance of contracts and work agreements to personnel approved for hire and rehire for the upcoming year. He said that the expectation is that the state will give school districts a 1.4% increase in funding. The proposed salary schedules provide for a 1.4% across-the-board increase for all employees. Half steps will be removed from the teacher salary schedule, and this issue only affects two employees. The daily rate for substitutes will be increased by \$2.00.

Mrs. Montoya made a motion to approve the salary schedules for the 2014-15 year as presented. The motion was seconded by Mrs. Scheid and carried with a vote of “aye” from all members.

J. Mr. Watson requested that the Governing Board approve the following out-of-state travel. He said that topics discussed at the conference will include facilities maintenance, transportation, food service, purchasing and new legislation.

- Two employees to travel to Laughlin, Nevada, April 8 – 11, 2014, for the Arizona Association of School Business Officials (AASBO) Spring Conference

Mrs. Montoya made a motion, which was seconded by Mrs. Carlson, to approve the trip as requested. All members of the Board voted “aye” and the motion carried.

REPORTS

A. Mrs. Darlene McCauley, Principal at Winslow Junior High School, addressed the Board. She distributed a handout regarding the Winslow Junior High School Plan for Success for 2013-14 and said that the people with her were part of an incredible team. All the items and concerns in the plan have been addressed. Larissa Richards, JamesAnway, Shawn Layden and Whitney Gilmore assisted in the presentation.

Mr. Layden, Assistant Principal, talked about the Capturing Kids' Hearts program. This is about building positive relationships with students to help lower anxiety, set high expectations, be positive adult influences and gain standards. Mr. Layden said this will be an ongoing mission at WJHS for years to come.

Mrs. McCauley reviewed AIMS trends and data, goals and action steps. She also discussed intersession results. All of this data shows improvement and growth.

Mr. Anway and Mrs. Richards, Academic Coaches, discussed progress and benchmark results in math and English. They also talked about preparation for the AIMS testing coming up in April. Mrs. Richards said they are very prepared and excited about the AIMS testing. She talked about a rally, tutoring sessions, programs being used to prepare, test tips, and other preparations and incentives, and the members of the Board received a goody bag similar to what the students will receive.

Mrs. Whitney Gilmore, GEAR UP Coordinator, spoke and explained that GEAR UP is a grant that was awarded to the Class of 2018. This is the second year of that grant. It is a college access program. GEAR UP stands for Gaining Early Awareness and Readiness for Undergraduate Programs. This grant is managed by NAU. She talked about benefits of the program, the structure, projects, summer programs, etc. This is a great student-centered program to create a college-going culture. The grant will follow the Class of 2018 on into high school.

Mrs. McCauley again expressed what an amazing team these people are. They are giving their all to help the students at WJHS. She thanked the Board for their time and they thanked her for her presentation.

B. Copies of the District financial reports for February, 2014, were provided to the Board. Mrs. Lomeli stated that 67% of the year was completed at the end of February and actual expenditures were at 59%.

C. The Governing Board received copies of the student suspension lists.

D. Governing Board Comments

Mrs. Hadnot said she really enjoys the principals' written reports and communications. She complimented the WJHS team for their presentation this evening.

Mrs. Carlson thanked Mrs. McCauley and her team for their presentation and their dedication. Junior high is a difficult couple of years and she commended the teachers and staff for their amazing work. She complimented Mr. McReynolds and staff for achieving an A+ rating.

Mrs. Scheid said that junior high is indeed a difficult time. Her best stories as a substitute came from teaching there. She applauded and thanked Mrs. McCauley and staff for their efforts.

Mrs. Montoya thanked the teachers for all their work and preparations for AIMS testing. She thanked maintenance, custodians and transportation for their work.

Mr. Sadler thanked Mrs. McCauley for the presentation. Junior high is a challenging time. Mr. Sadler said the spring legal seminar last week was informative and gave some practical information which will help the District. Even though there are challenges, the District is doing well. He said he appreciates all the work done on behalf of the students.

E. Superintendent's Comments

Mr. Watson congratulated Mrs. Cyndie Mattox on her new position as Assistant Superintendent and he said he has a great deal of confidence in her abilities. She will make him proud of her accomplishments.

He apologized to the Board for advertising the position of Principal at Jefferson School prior to their approval of Mrs. Mattox's transfer. This should not have happened.

E. Assistant Superintendent's Comments

Mr. Heister said he agrees with Mr. Watson's comments. He thanked the union representatives for being here and bringing their concerns to the Board. Checks and balances in government are important to our country and it is good to have discussions on important decisions. Mr. Heister said the Board took everything into consideration and he feels they

understand why the position of Assistant Superintendent is needed in our District and what function it serves the students. He appreciates the Board's support and comments. He congratulated Mrs. Mattox and told the Board that he can assure them and everyone that she is more than ready for this next step in her career. He is excited about what she will bring to the position and is looking forward to working with her.

ADJOURNMENT:

A motion to adjourn the meeting was made by Mrs. Scheid and seconded by Mrs. Montoya. All members voted "aye" and the motion carried at 8:10 p.m.

President

Vice-President

Clerk

Member

Member

Douglas P. Watson, Superintendent

Richard L. Heister, Assistant Superin.