

**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 Mrs. Marilee Ervien, President, at 5:00 p.m., March 16, 2017, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

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

**ABSENT:**

**PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was said.

**APPROVAL OF THE AGENDA:** Mr. Hartnett made a motion to approve the agenda. The motion was seconded by Mr. Leonard and carried with an affirmative vote from all members.

**APPROVAL OF MINUTES:** Mrs. Greenwood made a motion to approve the minutes of the two special meetings and executive session held March 6, 2017. The motion was seconded by Mr. Hartnett. All members voted in the affirmative. Motion carried.

**CALL TO PUBLIC:** Mrs. Ervien 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 this evening.

**OLD BUSINESS:** None

**NEW BUSINESS:** A. Request ratification of expense and payroll vouchers per Ratification List No. 798 totaling \$1,231,696.54. This is a routine procedure to allow the District to submit vouchers to the County School Superintendent between board meetings.

Mrs. Montoya made a motion to approve all vouchers on Ratification List No. 798. Mrs. Greenwood seconded the motion. All members voted "aye" and the motion carried.

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

- Gregory Case – Substitute Teacher – District
- Emmett Foster – Substitute Teacher – District
- Alphonso James – Substitute Teacher – District
- Aurora Holmes – Emergency Substitute Teacher – District
- Shauna Lopez – HN Sp Ed Aide – High School
- Personnel on the 2017-2018 rehire lists

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

- Miranda French – from 5<sup>th</sup> Grade Teacher at Washington School to Sp Ed Teacher at the High School

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

- Karin Gomez – Science Teacher – Junior High – Effective 5-25-17
- Casey Hancock – Emergency Sp Ed Teacher – High School – Effective 5-25-17
- Connie Hendershot – Part-time Classroom Aide – Bonnie Brennan School – Effective 5-25-17
- Michael Logue – Science Teacher – High School – Effective 5-25-17
- Chelsea Parks – English Teacher – High School – Effective 5-25-17
- Pamela Van Arsdale – Math Teacher – Junior High – Effective 5-25-17
- Anne Vela – 5<sup>th</sup> Grade Teacher – Washington School – Effective 5-25-17
- Carol Gilliam – Kindergarten Teacher – Bonnie Brennan School – Effective 5-25-17

Mrs. Greenwood made a motion, which was seconded by Mr. Hartnett, to approve the hiring, transfer and resignation of personnel as recommended. A vote was taken and the motion passed with all members voting "aye".

- C. Mrs. Mattox requested that the Governing Board approve the Scope and Sequence for the Gifted and Talented Education (G.A.T.E.) program. She said this is required every four years and this will be uploaded to the ALEAT section of the Arizona Department of Education website.

Mr. Hartnett made a motion, which was seconded by Mr. Leonard, to approve the G.A.T.E. Scope and Sequence as presented. All members voted "aye" and the motion carried.

- D. Mrs. Mattox requested that the Governing Board approve the 2017-2018 Salary Placement Schedules. She said that the certified schedule has been slightly changed since its prior approval, and that all the other schedules are ready for approval, including one for the Superintendent. She mentioned that the law allows for the Superintendent to receive up to 20% in performance pay, but our District has designated this area as 10% additional pay if all performance requirements are met. She said these new schedules have made employee placement so much easier.

Mrs. Ervien thanked the Superintendent's Advisory Committee for their contributions to the process.

Mr. Leonard made a motion to approve the 2017-2018 Salary Placement Schedules as presented. This motion was seconded by Mrs. Greenwood and carried with a vote of "aye" from all members.

- E. Mrs. Mattox asked the Board to approve a 2% pay raise for all employees. She said Mrs. Lomeli has done a lot of work and has determined that this is feasible this year. With the new salary placement schedules, employees will no longer get step increases, but will get percentage increases when possible. With current year funding being established and considering the fact that our enrollment is declining, it is possible that funds may not always be available for these percentage increases in the future.

Mrs. Greenwood made a motion to approve the 2% increase for all employees for the 2017-2018 year. The motion was seconded by Mr. Hartnett. A vote was taken, with all members voting in the affirmative. Motion carried.

- F. Mrs. Mattox addressed the Board regarding the position of Winslow High School Principal. She said an eleven-person committee interviewed three candidates and recommended Dr. Justin Hartman for the position. She concurs with the recommendation. Mrs. Mattox added that she feels very positive about the process and including community members in the process was a good thing. Dr. Hartman thanked the committee.

Mrs. Montoya made a motion, which was seconded by Mr. Hartnett, to hire Justin Hartman to fill the position of WHS Principal. All members voted "aye" and the motion carried.

Mrs. Ervien offered congratulations and Mr. Leonard said he liked the structure of the selection committee.

- G. At this time, the Governing Board discussed the results of the recent staff survey. Mrs. Ervien said she was very pleased with the feedback received. Some issues received a lot of comments, such as the need for new vans; the concerns with Beyond Textbooks, particularly at the high school level; and the scheduling at the high school. She said that some of these matters will be addressed through committees formed to study the issues. She appreciates the participation and honesty of the employees, and said she is proud of our community and proud of the staff of Winslow Unified School District.

Mr. Leonard said there were lots of positive things mentioned and he was pleased to see that so many said they like working for the District. He said the Board really wants to support the employees. He talked about the need for more technology at the elementary level. Mr. Leonard expressed thanks for all the positive feedback.

Mr. Hartnett said the survey was anonymous. The Board compiled the results and this information will be used to set goals. He said the Board is looking at ways to support our teachers and to move forward in constructive ways.

Mrs. Greenwood also said she saw a lot of positive things come from the survey and the caring nature of the staff is evident. As with anything, there is room for improvement. She added that she appreciates the input from the staff.

Mrs. Mattox said that committees to address particular issues will be at the school level and findings would be presented to the Board. She will work with the principals to get this underway.

Mrs. Montoya thanked the staff for their input on the survey and for their honesty.

Mr. Hartnett said that many employees expressed appreciation in being asked for their input because this hasn't happened much before, if ever. Mrs. Ervien agreed.

**REPORTS:**

- A. The Board was presented with district financial reports for February, 2017. Mrs. Lomeli reported that 67% of the year had been completed at the end of February and actual expenditures were at 62%.

B Superintendent's Reports

Mrs. Mattox reported that Survey Monkey was used to develop a survey for the high school staff to rank desired principal attributes. She shared the results and said that the top four choices were communication, high student achievement, positive school climate and accessibility (principal is accessible).

Mrs. Mattox distributed a utilization report for Healthiest You, which is our teledoc program. She said because of the wide usage of this program, our insurance claims have been greatly reduced and we will, therefore, not have a premium increase this year.

Mrs. Lomeli said the District pays the cost of this service for all employees and their families and this is a nice benefit for us.

C. Board President's Reports

Mrs. Ervien thanked everyone for their positive attitude over the last few weeks. It has been challenging for many, but she appreciates the way everyone has handled things.

**BOARD  
COMMENTS:**

Mrs. Greenwood asked how the Board will proceed regarding desired goals pursuant to the staff surveys. Mrs. Mattox replied that perhaps the Board would have a work session and then direct Mrs. Mattox, who will in turn direct the principals and departments. Some things are already being worked on.

Mr. Hartnett suggested that the Board President work with Mrs. Mattox to develop plans for goals and improvements.

Mrs. Montoya congratulated Dr. Hartman on his new job and told him he has an awesome staff to work with. She wished him good luck.

Mr. Leonard asked about using Healthiest You. Mrs. Mattox explained how it works and gave some examples. She is very pleased with the program and encouraged everyone to use it.

**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 5:32 p.m.

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President

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Vice-President

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Clerk

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Member

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Member

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Cyndie Mattox, Acting Superintendent