

**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., May 7, 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

ABSENT: Mrs. Roberta Hadnot

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

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

APPROVAL OF MINUTES: Mrs. Montoya made a motion to approve the minutes of the regular meeting held April 16, 2014. The motion was seconded by Mrs. Carlson and carried with a vote of "aye" from all members present.

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.

Chea Cavin addressed the Board regarding her termination. Miss Cavin said she believes her termination has more to do with her sexuality as made clear by some board members than it has to do with a provocative FaceBook picture. She said other staff members have similar pictures on FaceBook and their employment status should be considered as well.

OLD BUSINESS: None

NEW BUSINESS: A. Request ratification of expense and payroll vouchers per Ratification List No. 739 totaling \$912,127.02. 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. 739. Mrs. Scheid seconded the motion. All members in attendance voted "aye" and the motion carried.

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

- Sheila Bailey – Substitute Teacher – District
- Andrew LeGate – Emergency Substitute Teacher – District
- Nina Ortiz – Emergency Substitute Teacher – District

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

- Cecilia Estudillo – from Substitute Teacher for the District to Counselor at the High School
- Wilbur Brady – from Substitute Bus Driver to Bus Driver for the District
- Valerie Huerta – from Secretary at the Junior High to Bookkeeper at the High School
- Dominique Reid – from Kindergarten Teacher to 1st Grade Teacher at Jefferson School
- Erick Petranovich – from Sp Ed Teacher at the Junior High to Sp Ed Teacher at Jefferson School
- Pam VanArsdale – from 4th Grade Teacher to 5th Grade Teacher at Bonnie Brennan Magnet School
- Steve Brodt – from 6th Grade Teacher to 4th Grade Teacher at Bonnie Brennan Magnet School
- Stephanie Lymer – from Secretary at Washington School to Secretary at the Junior High School
- Jodie Garner – from Data Coach for the District to Principal at Jefferson School

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

- Linda Hardy – Reading Specialist at Washington School – Effective 7-25-14

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

- Carolyn Krueger – Elementary Music Teacher – Effective 5-29-14
- Leland Billie – Reading Teacher – Junior High – Effective 5-29-14
- Brandie Barr – 1st Grade Teacher – Jefferson School – Effective 5-29-14
- Rosanne Lammey – Kindergarten Teacher – Washington School – Effective 5-29-14
- Stephanie Nelson – S.A.F.E. Room Aide – Junior High – Effective 4-17-14
- Janice Thompson – Classroom Aide – Bonnie Brennan School – Effective 5-29-14
- Lynissa DeSpain – Classroom Aide – Washington School – Effective 5-29-14
- Bonnie Waldrop – Special Ed Director – District – Effective 6-30-14

Mr. Heister recommended that the Governing Board approve the non-renewal of the following personnel:

- Ronald Silverman – Social Studies Teacher – High School – Effective 5-29-14

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

- Chea Cavin – High Needs Special Ed Aide – High School – Effective 5-7-14

Mrs. Scheid made a motion, which was seconded by Mrs. Carlson, to approve the hiring, transfer, retirement and return to work, resignation, non-renewal and termination of personnel as recommended by Mr. Heister. All members present voted “aye” and the motion carried.

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

- \$166.00 to Jefferson School from Arizona Restaurant Systems, Inc. for Sonic Night
- \$82.00 to Washington School from Arizona Restaurant Systems, Inc. for Sonic Night

Mrs. Carlson made a motion to accept the donations. Mrs. Montoya seconded the motion and it carried with an affirmative vote from all members present.

D. Mr. Watson requested that the Governing Board approve the following out-of-state travel.

- Three employees and seventeen students to travel to Aztec, New Mexico, June 12 – 13, 2014, for a wrestling camp
- Four employees and sixteen students to travel to San Diego, California, July 16 – 21, 2014, for a girls’ basketball tournament

Mr. Watson said the travel will be funded by gate receipts and various fundraisers.

A motion to approve the two trips as requested was made by Mrs. Carlson and seconded by Mrs. Scheid. All members present voted “aye” and the motion carried.

E. Mr. Watson requested that the Governing Board approve a change in the way the Teacher Salary Schedule is interpreted with regard to CTE teachers. He said that CTE teachers often become certified through a non-traditional route using work experience as their main qualification. When this is the case and they do not have a bachelor’s degree, they have not been allowed column advancement. They still have to do course work and meet other requirements as a traditionally certified (degreed) teacher does. Mr. Watson is recommending that non-traditionally certified CTE teachers be considered for column advancement the same as degreed teachers. This would only apply to a very few teachers in our district.

Mrs. Montoya made a motion, which was seconded by Mrs. Scheid, to allow non-traditionally certified CTE teachers column advancement in the same manner as traditionally certified teachers. All members voted "aye" and the motion carried.

- F. Mr. Heister addressed the Board regarding the position descriptions for Health Aides and Nurse. He said administration is proposing the consolidation of all nursing services under the classification of Health Technician. The District currently has four aides and a registered nurse, with the idea that the RN would oversee the work of the aides, but that structure is proving ineffective in providing services at each campus. After consultation with the State Board of Nursing, the recommendation is that the employees be termed Health Technicians and that the new position description be approved.

Mrs. Carlson made a motion to approve the new position description entitled "Health Technicians" for all nursing staff. The motion was seconded by Mrs. Scheid. All members voted "aye" and the motion carried.

- G. At this time, Mr. Heister recommended that the Board adopt a new salary schedule for Health Technicians. This would remove the former Health Aides from the Aides' Salary Schedule and eliminate the salary schedule for Nurse.

A motion to adopt the new salary schedule for Health Technicians was made by Mrs. Carlson and seconded by Mrs. Montoya. The motion carried with an affirmative vote from all members present.

- H. Mr. Watson requested that the Governing Board approve a change in the District's Retire-Return to Work Program. He explained that ESI must now provide minimal health insurance coverage to its employees, and they will pass that cost on to the districts. This information was just recently received and there are two employees already in the process of retiring who were not aware of this.

Mr. Watson distributed a handout showing examples of the costs and savings associated with the retire-return to work program. This program benefits both the employee and the District.

Mr. Watson is recommending that the Board approve the District absorbing the cost of the insurance coverage charged by ESI so that the retiring employees will get what they are expecting. He believes this is a fair way to handle the matter.

After some discussion, Mrs. Montoya made a motion that the District pay the cost of the insurance for ESI employees for this year only and that this matter be reconsidered at a future date for subsequent years. Mrs. Carlson seconded the motion. A vote was taken and three members voted "aye", with Mrs. Scheid opposed. Motion carried.

- I. Mr. Watson recommended that the Board approve a change to the position description for S.A.F.E. Room Aide to include the requirement of certification by the Arizona Department of Education. This is already our practice, but it has not been specifically stated in the position description.

Mrs. Montoya made a motion, which was seconded by Mrs. Scheid, to add the certification requirement to the position description as recommended. All members voted "aye" and the motion carried.

- J. Mr. Watson addressed the Board regarding Exhibit KF-EC – Community Use of School Facilities. He said that when someone uses our facilities, it often causes a lot of extra work and incurs additional expenses. The current fee schedule has been in place for more than five years and it is recommended that the fees be increased. There will still be a classification for groups who are not required to pay fees, and there will be a provision for pro-rating the fees for hourly use.

A motion to change Exhibit KF-EC as recommended was made by Mrs. Carlson and seconded by Mrs. Scheid. All members voted "aye" and the motion carried.

- K. At this time, Mrs. Lomeli requested that the Governing Board award RFB 2014-02 for 500 refurbished Dell laptops to Everyday PC of Florence, Kentucky. She said that three bids were received and opened on April 30, 2014. Everyday PC had the lowest bid (\$178,000 plus tax) meeting all specifications. The laptops will have a three-year warranty.

Mrs. Scheid made a motion, which was seconded by Mrs. Montoya, to award RFB 2014-02 to Everyday PC as requested.

- L. Mr. Watson addressed the Board regarding employee insurance. Quotes have been received from Capital Financial, who brokers for the District. The cost of medical insurance is increasing by 1.33%. Mr. Watson complimented Ruth Smith for her work on the Wellness Program and said the employees are doing a great job in trying to stay healthy. Our district has averaged a .9% increase for the past four years. Mr. Watson said there will be no increases in dental, vision and short-term disability premiums. There is a 7% increase in the cost of life and accidental death and dismemberment coverage for active employees, but this amounts to only approximately \$900 for all the employees for the year. Retirees' medical premiums are increasing by 9.9% and their life insurance premiums are increasing by 20%. The District does not pay for insurance for retirees.

Mr. Watson said that with the 1.4% increase in state funding, the recommendation is that the District absorb the 1.33% increase in medical premiums and the 7% increase in life and accidental death and dismemberment premiums for active employees.

Mrs. Carlson made a motion that the District absorb the increases for active employees as recommended. The motion was seconded by Mrs. Montoya and carried with an affirmative vote from all members present.

- M. Mrs. Lomeli requested that the Governing Board adopt the final revised 2013-14 budget as previously presented during the public hearing.

Mrs. Scheid made a motion to adopt the final revised 2013-14 budget as presented. The motion was seconded by Mrs. Carlson and carried with a vote of "aye" from all members present.

REPORTS

- A. The Governing Board received copies of the student suspension lists.

- B. Governing Board Comments

Mrs. Carlson said that she has enjoyed working with Mrs. Bonnie Waldrop and she will be sorry to see her go, but wishes her the best. She also congratulated Mrs. Jodie Garner on her appointment as principal at Jefferson School.

Mrs. Scheid echoed Mrs. Carlson's comments.

Mrs. Montoya complimented the junior and high school orchestras and Mr. Allen for wonderful music performances. They make her proud.

Mr. Sadler said he is happy about the 500 laptops being purchased. This will help the District get closer to where we need to be. He appreciates the direction and leadership of the administrators. The next few weeks will be a very busy time and he is looking forward to graduation.

Mrs. Carlson said the Navajo-Hopi Observer newspaper devotes a page to Winslow and she was pleased to see articles about the high school softball and baseball teams. She encouraged everyone to use this great way to get their stories out there.

- C. Superintendent's Comments

Mr. Watson congratulated Mrs. Waldrop on her next adventure; she is going back into the classroom and will hopefully have more time with her family. She did a great job for the District and will be missed.

He congratulated Mrs. Garner and said she will be a fantastic addition to the leadership team.

Mr. Watson will put the retire-return to work insurance issue on the next agenda in the hopes that something flexible can be put into place for the future.

He shared a handout from Arizona School Administrators regarding Empowerment Scholarship Accounts and how they impact education in Arizona.

D. Assistant Superintendent's Comments

Mr. Heister said Mrs. Waldrop had a huge impact on the District and its students and it has been a pleasure working with her.

He congratulated Mrs. Garner and welcomed her to the leadership team as a principal. He is looking forward to their continued work together.

ADJOURNMENT:

A motion to adjourn the meeting was made by Mrs. Carlson and seconded by Mrs. Scheid. All members present voted "aye" and the motion carried at 7:45 p.m.

President

Vice-President

Clerk

Member

Member

Douglas P. Watson, Superintendent

Richard L. Heister, Assistant Superin.