

**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 7:04 p.m., January 22, 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. Roberta Hadnot
- ABSENT:** Mrs. Beth Carlson
- PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was said.
- APPROVAL OF THE AGENDA:** Mrs. Montoya made a motion to approve the agenda, with the removal of New Business Item A. The motion was then seconded by Mrs. Scheid and carried with a vote of "aye" from all members present.
- APPROVAL OF MINUTES:** Mrs. Montoya made a motion to approve the minutes of the regular meeting held January 8, 2014, and the special meeting and executive session held January 9, 2014. The motion was seconded by Mrs. Hadnot 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.
- There were no comments from the public this evening.

OLD BUSINESS: None

NEW BUSINESS:

A. This item was previously removed from the agenda.

B. Mr. Watson informed the Board that he received a request from an employee for a hearing regarding a termination matter. The Governing Board may choose to conduct the hearing itself or to appoint a hearing officer. The hearing officers previously appointed by the Board earlier in the year are not qualified to hear a termination proceeding. If the Board chooses to use a hearing officer in this matter, Mr. Watson will work with Arizona School Boards Association and The Trust to get a hearing officer that will be properly qualified and mutually acceptable.

Mrs. Scheid made a motion, seconded by Mrs. Hadnot, to have the matter heard by a hearing officer who is qualified to hear termination matters. A vote was taken and the motion carried.

C. Request ratification of expense and payroll vouchers per Ratification List No. 732 totaling \$1,518,074.66. This is a routine procedure to allow the District to submit vouchers to the County School Superintendent between board meetings.

Mrs. Scheid made a motion to approve all vouchers on Ratification List No. 732. Mrs. Hadnot seconded the motion. All members present voted "aye" and the motion carried.

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

- Ernestine Mora – Part-time Substitute Bus Driver – District
- Gabriel Burns – Part-time Substitute Bus Driver – District
- Karri Matlow – Alt Ed Aide – High School

Mr. Heister recommended that the Governing Board approve the transfer of the following personnel already working for the District:

- Terry Mead – from High Needs Sp Ed Aide to Health Aide at Washington School
- Samuel Setalla – from Kindergarten Classroom Aide to Sp Ed (PBIS) Classroom Aide at Washington School

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

- Cairsten Beanland – Counselor – High School – Effective 6-13-14
- Gary Muchmore – Part-time Bus Driver – Effective 1-14-14
- Jonnie Vargas – Health Aide – Washington School – Effective 1-17-14
- Loretta Prine – Bus Driver – District – Effective 1-21-14

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

- Georgia Foehner – Sp Ed High Needs Aide – Junior High – Effective 1-22-14
- Denise Durnez – Alt Ed Classroom Aide – High School – Effective 1-22-14

Mrs. Scheid made a motion, which was seconded by Mrs. Hadnot, to approve the hiring, transfer, resignation and termination of personnel as recommended. All members present voted “aye” and the motion carried.

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

- \$41.00 to Jefferson School from Arizona Restaurant Systems, Inc. for Sonic Night
- \$100.00 to Washington School from UTU Local No. 113 for their Walk-A-Thon
- \$67.00 to Washington School from Arizona Restaurant Systems, Inc. for Sonic Night

Mrs. Hadnot made a motion, seconded by Mrs. Montoya, to accept the donations. A vote was taken and the motion passed.

F. Mrs. Lomeli requested that the Governing Board approve Enfinity America Corporation as a sole source vendor for management of the solar electricity produced by the District.

Mrs. Scheid asked whether this was the original company contracted with. Mr. Watson explained that Ameresco was basically the construction company and Enfinity will be handling the power produced. Mr. Heister added that he will be providing information about electricity production and usage later in the meeting.

Mrs. Hadnot made a motion to designate Enfinity America Corporation as a sole source vendor as requested. The motion was seconded by Mrs. Scheid and carried with an affirmative vote from all members present.

G. Mr. Watson spoke to the Board about the 2014-15 Certified Performance Evaluation Plan. Changes in the law require additional incentives and supports for teachers. He has worked with the Advisory Committee and these incentives and supports have been added to the plan.

- Highly effective (HE) teachers may request multi-year contracts.
- HE teachers may receive a 5% bonus for transferring to a D or an F school.
- Each HE teacher will be recognized before his/her peers at the beginning of the year and receive a certificate of recognition.
- Classroom incentive rewards for HE effective teachers will be provided in the form of \$500 in classroom supplies; one out-of-town workshop of the teacher's choice; or \$500 for technology additions. These rewards may be saved and accumulated for future use.
- Teachers that transfer to a D or F school may request multi-year contracts, and have a priority right to transfer back to their previous school if a position is open.
- If the principal is designated as ineffective, teachers will be informed of their right to have another evaluator and/or evaluation.

Mr. Watson said the evaluation process and the evaluation form itself remain the same. He is recommending that the Board approve the addition of these incentives and supports.

Mrs. Scheid made a motion to approve the changes as recommended by Mr. Watson. The motion was seconded by Mrs. Hadnot and carried with a vote of "aye" from all members present.

- H. Mr. Watson recommended that the Governing Board approve the following out-of-state trip. He said that we are having to search farther and farther to find highly qualified teachers, and some administrators will, in the near future, be going to Utah and Colorado job fairs as well, with the Board's permission.

- One employee to travel to Las Vegas, Nevada, February 18 – 20, 2014, for the UNLV Job Fair

Mrs. Hadnot made a motion to approve the out-of-state travel as recommended. The motion was seconded by Mrs. Scheid and carried with a vote of "aye" from all members present.

- I. Mr. Watson spoke to the Board about a change that is being made with regard to personal deliveries to students at school. He distributed a draft of a letter to parents informing them that the schools can no longer accept deliveries of flowers, balloons, etc. for students. Mr. Watson said that this has become very disruptive, especially on Valentine's Day. It interferes with the duties of the staff and causes other issues including distractions in class, safety issues, delivery problems, etc. Some of the principals in the audience provided information verifying the problems this causes. The local businesses will also be informed of the change and an automated telephone notification will go out in addition to the parent letter.

REPORTS

- A. Copies of the District financial reports for December, 2013, were provided to the Board. Mrs. Lomeli said everything was on target as 50% of the year has been completed and actual expenditures were at 41%.
- B. Copies of the student suspension lists were provided to the Board.
- C. Mr. John Summerville, Principal at Washington Elementary School, gave a PowerPoint presentation regarding happenings at his school. He discussed the anti-bullying campaign and showed some pictures of related activities. He also discussed data for discipline referrals and suspensions broken down by months and days. "Friends' Day Wednesday" is being instituted as Wednesday has been a problematic day in the past.

Mr. Summerville also talked about the Fast ForWord program which helps develop key cognitive abilities. He provided some examples. He reviewed data from the first and second Dibels assessments and further discussed the reading intervention program.

Pictures from the recent Parent University were shared. Math standards were the main area of focus and the university was a great success. About 35 parents with their children attended. There will be another Parent University in each of the next three months.

The Board thanked Mr. Summerville for his presentation.

D. Governing Board Comments

Mrs. Hadnot thanked Mr. Summerville again, and thanked the administrators and teachers present for their work.

Mrs. Scheid echoed Mrs. Hadnot's comments and said the extra things done by the teachers are really appreciated.

Mrs. Montoya thanked the teachers and coaches for their work on behalf of students. She said that the Parent University helps parents understand what teachers are facing.

Mr. Sadler said he enjoyed the nice slides showing parents and kids learning together.

E. Superintendent's Comments

Mr. Watson reminded the members of the Board of the B.O.L.T.S. seminar conducted by ASBA in Flagstaff on January 31st.

He informed the Board that ASBA will have the Spring Legal Seminar in Flagstaff on March 7, 2014.

Mr. Watson distributed a chart showing the results of a recent staff survey. About 200 specific comments are being categorized and compiled, and he will share this information at the next meeting.

F. Assistant Superintendent's Comments

Mr. Heister congratulated and complimented the staff at Washington School for their work. He thanked Mr. Summerville and Ms. Deb Lopez for their work on the Parent University. Many times math is a fearful subject and this will go a long way toward dispelling that fear. He looks forward to great results from the efforts made and from this meaningful parent involvement.

Mr. Heister said all ten solar arrays are metered and working. He shared a chart showing kilowatt outputs per site and said some meters were activated a little later in December; therefore, the figures for January will be a little different. There are still some electrical issues being worked on. Mr. Heister then shared a 20 year savings chart, which shows an estimated overall savings of \$1.2 million. He will report on the figures for January in the near future.

President Sadler thanked Mr. Heister for his work on the solar report.

ADJOURNMENT:

A motion to adjourn the meeting was made by Mrs. Scheid. The motion was seconded by Mrs. Hadnot. All members present voted "aye" and the motion carried at 7:53 p.m.

President

Vice-President

Clerk

Member

Member

Douglas P. Watson, Superintendent

Richard L. Heister, Assistant Superin.