

**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 5:30 p.m., June 6, 2018, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mrs. Sharon Greenwood
Mr. Joey Hartnett
Mrs. Dodie Montoya
Mrs. Marilee Ervien (appeared by telephone)
Mr. Allen Leonard (appeared by telephone)

ABSENT:

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

WORK STUDY SESSION: A. Mrs. Mattox presented information regarding additional state funding pursuant to the RedForEd movement. She discussed increased budget capacity from increases to the base formula amount and the inflation adjustment. She showed a comparison of the base level formula for SY 18 and SY 19, which will mean an increase of \$213.13. Mrs. Mattox then showed how the amount for salary increases was arrived at, and gave examples for new teachers and veteran teachers.

Mrs. Mattox discussed the May 22 presentation to staff and said that the general wish was to share funds with other employees beyond just teachers. Mrs. Lomeli advised her that for only \$43,000, the other employees could be given an additional percent, which would bring their total increase to 5%, while the teachers would receive a total increase of 10%. Mrs. Mattox said at that time, the increase for administration would be a total of 3%. These percentages all include the 2% already coming from the District and already figured into contracts and work agreements.

Mrs. Lomeli said that steps have been taken throughout the year to bring our budget into alignment with the number of students enrolled. We always have 4% or more as a carry forward amount, and these increases would not be coming from that money. She also pointed out that there will need to be adjustments to correct inequities next year when the minimum wage increases.

The Board, administration and members of the audience discussed this matter. Mrs. Mattox added that teachers in high demand areas would receive additional money that would not come from the RedForEd funds.

Mrs. Montoya expressed that she thinks 1% for administration is like a slap in the face. She feels very strongly that they should receive more of an increase. This group of people works very hard, just as teachers do.

Mr. Hartnett said he was concerned about using carry forward funds to add to state money for these increases, and he thought the emails discussing the proposed amounts were premature. He said he supports giving teachers 10%, classified 4%, and others (administrators) 4%. He pointed out that nothing has been decided yet.

Mrs. Lomeli said there is a lot of support from employees for giving the increases as presented above. She stated that for the last ten years, she has worked very closely with the Superintendent to determine what increases the District could afford and then a recommendation would be made to the Board. This procedure is quite different and there are a lot of details to be considered.

Mrs. Greenwood said she was concerned about the ability to sustain these increases if our enrollment continues to decline.

Sharon Vasquez discussed the five RedForEd demands and pointed out that the teachers are not receiving 10% from this funding. She made suggestions about ParaPro wages and reminded everyone to remember all these things when November comes around.

Mrs. Mattox pointed out that the governor doesn't know how many teachers each district has; therefore, the distribution of money doesn't come out to be as publicized. Our district may have more teachers because of the wish to keep class sizes smaller; therefore, the money has to go further.

Mrs. Lomeli said that if we are conservative now, perhaps salaries could be increased more in the future. She also discussed the different items that add to a teacher's salary, and she said that new teachers generally make over \$40,000.

John Maine pointed out that a higher starting salary may help entice and retain new teachers. These increases being discussed tonight will create a big gap if our starting salary isn't increased.

At this time, there was discussion about fixing salary inequities, recruitment and retention of teachers, re-signing stipends, and other related subjects.

Patti Steiner brought up the subject of keeping students enrolled in our district. She said that smaller districts can include more students in their activities and programs without cutting teams and limiting participants.

Mr. Leonard asked questions about carry forward funds, which Mrs. Lomeli answered. The amount for last year was approximately \$440,000, and we currently have \$800,000, which is more than ever before. There is no longer a 4% limit; however, she would be cautious about carrying forward too much as it is possible that the state could decide to take funding away.

Mr. Leonard said he agrees with Mrs. Montoya that administration, which includes more people than he originally thought, should get a raise too, but he would like some clarification as to who is considered administration. He said it is a conflict for the superintendent to decide that administration should get a raise when she is part of administration. Mrs. Mattox said she will not be receiving the raise. She said that administration is directors, supervisors, principals and assistant principals. Mr. Leonard then brought up the matter of increasing the minimum wage early, but Mrs. Lomeli said there are some serious time constraints with regard to contracts, amendments, payrolls, etc. This will have to be done at a later time after further study and due diligence.

There was discussion about the total dollar amount of administration's 3% raise vs. the total dollar amount of the others' 5% raise. Mrs. Mattox pointed out that management (administration) is paid according to their responsibilities.

The members of the Board made comments about performance raises, due diligence, the timing of the RedForEd movement and outcome, the responsibilities of the Board to make sure the money is going where it is supposed to, and related items.

Sharon Vasquez pointed out that a percentage increase for administrators would not be fair as there is a big difference in various administrators'/supervisors' salaries. She suggests a set amount for all to make it fair. John Maine said he disagrees; a percentage is a fair way to figure it.

Steve Henling said he agrees that the salary gap needs to be fixed so as not to carry that problem into the future. He also discussed using daily rates when considering what raises will look like. There are a lot of different types of employees doing different types of work for different amounts of days.

There was further discussion about performance-based increases.

Mrs. Greenwood pointed out that we are facing a huge time crunch and Mrs. Lomeli said that a decision needs to be made now in order to get the budget and first payroll done on time.

Steve Henling suggested increasing the teacher salary placement schedule by 8%, just as all the other teachers' salaries will be increased. This will solve the issue of inequities in the future and will help with the goal of RedForEd, which was to increase all teacher salaries. It was not about raises for individuals. This matter was discussed further.

B. The Board suggested topics for future work study sessions.

- Mrs. Ervien would like to study bussing, the age of our activity buses, and all-day kindergarten.
- Mr. Leonard would like to discuss ways we could stand out from other districts, including programs and activities.

- Mrs. Montoya said she has already spoken to Mrs. Mattox.
- Mr. Hartnett would like to study the possibility of merit-based raises.
- Mrs. Greenwood would like to study recruitment. Our district has a lot to offer.

Sharon Vasquez would like to discuss having an activity bus for tutoring.

ADJOURNMENT:

Mr. Hartnett made a motion to adjourn the meeting. This motion was seconded by Mrs. Montoya. All members voted "aye" and the motion carried. The time was 6:37 p.m.

President

Vice-President

Clerk

Member

Member

Cyndie Mattox, Superintendent