

**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. Sharon Greenwood, President, at 6:00 p.m., April 4, 2019, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

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

ABSENT:

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

APPROVAL OF THE AGENDA: Mrs. Ervien made a motion to approve the agenda. This motion was seconded by Mr. Hartnett and carried with a vote of "aye" from all members.

AWARDS, RECOGNITIONS AND PRESENTATIONS: None at this time.

APPROVAL OF MINUTES: Mrs. Montoya made a motion to approve the minutes of the public hearing and regular meeting held March 21, 2019. The motion was seconded by Mr. Hartnett. All members voted "aye" and the motion carried.

CALL TO PUBLIC: Mrs. Greenwood 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.

Ryan Fredrick Rednick addressed the Board regarding New Business, Item B, Recommendation for Hiring of Personnel. He urged the members of the Board to approve the recommendation to rehire Mr. Michael Duran, Winslow High School Science Teacher. He said Mr. Duran was a great teacher and quoted the Superintendent's Message from the website regarding WUSD being a great place for students to learn and grow. He asked that the Board please approve the rehiring of Mr. Duran. He thanked them for their time and consideration.

The Board thanked Ryan for his participation and his input.

OLD BUSINESS: None at this time.

NEW BUSINESS: A. Mrs. Shirley Lomeli, Business Manager, requested that the Board ratify the vouchers on Ratification List No. 828. She said there are two payrolls and two vouchers on this list, and that this is a routine procedure to allow the District to conduct business between board meetings.

Mrs. Ervien made a motion to approve Ratification List No. 828. Mr. Hartnett 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:

- Virginia Hatch– Library Technician – Bonnie Brennan
- Kourtney Hendricks – Athletic Director/Activities Coordinator – WJHS and WHS
- Caitlin Kilpatrick – Substitute Teacher – District

Mrs. Mattox recommended that the Governing Board approve the rehiring for 2019-2020 of the personnel on the attached rehire lists.

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

- Keri Artuhur – from Sp Ed Teacher to 3rd Grade Teacher at Bonnie Brennan School
- Rhea Brown – from 4th Grade Teacher to Kindergarten Teacher at Bonnie Brennan School
- Cheryl Daly – from Classroom Aide to Kindergarten Teacher at Bonnie Brennan School
- Diane Oso – from Bus Driver for the District to High Needs Sp Ed Aide at the High School

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

- Michael Evans – Spanish Teacher – High School – Effective 5-23-19

Mrs. Mattox recommended that the Governing Board reverse the hiring of Ricky Greer as the Athletic Director / Activities Coordinator at Winslow High School and Winslow Junior High School as Mr. Greer has rescinded his application for this position.

Mrs. Montoya made a motion, which was seconded by Mrs. Ervien, to approve the hiring, rehiring, transfer, resignation or retirement, and reversal of hiring of personnel as recommended. A vote was taken, with all members voting "aye". The motion carried.

C. The Board was asked to accept the following donations.

- \$85.56 to Bonnie Brennan School from SW Karma for Sonic Night
- \$90.53 to Jefferson School from SW Karma for Sonic Night
- \$280.60 to Ms. Samantha Monroe's classroom at Winslow Junior High School from DonorsChoose.org for 18 bouncy bands
- \$610.44 to Mrs. Michelle Jones' classroom at Winslow Junior High School from DonorsChoose.org for 5 microscopes

Mr. Hartnett made a motion, which was seconded by Mrs. Ervien, to accept the donations as requested. A vote was taken and the motion carried with a vote of "aye" from all members.

D. The Board was asked to approve the following out-of-state travel.

- Four employees and 12 students to travel to Durango, Colorado, June 7-9, 2019, for a girls basketball camp.
- One employee and 7 students to travel to Shiprock, New Mexico, April 8, 2019, for a girls basketball awards ceremony.

Mrs. Mattox stated that the cost of both trips will be paid with club funds.

Mrs. Montoya made a motion, which was seconded by Mr. Hartnett, to approve the travel as requested. A vote was taken and the motion carried with a vote of "aye" from all members.

E. The Board was asked to approve early releases and delayed starts for the week of May 6, 2019. Mrs. Mattox explained that the originally scheduled snow day was used in February, so with a full school week and some staff trainings already scheduled, she is recommending that early releases and delayed starts be put in place.

Mrs. Ervien made a motion to schedule the early releases and delayed starts during the week of May 6 as recommended. This motion was seconded by Mrs. Montoya and carried with an affirmative vote from all members.

- F. At this time, Mrs. Mattox recommended that the Governing Board approve increases in employee compensation for the 2019-2020 year, and authorize the issuance of contracts and work agreements.

The recommendation is a 5% increase for certified staff, a 3% increase for classified staff, and a 5% increase for administrators. The placement schedules will remain the same.

Mrs. Montoya said she will not agree to the increases unless classified personnel receive 4%. She said this would be fair. Mrs. Lomeli explained that all classified staff received a \$1.00 per hour increase in February and this is why the recommended percentage now is 3%.

Sharon Vasquez, Winslow Education Association President, said it is concerning that the recommendation is to give administrators 5%. Because their salaries are higher, their raises would be much higher than teachers. The teachers are the ones in the trenches teaching the students. She urged the Board to balance the raises.

John Maine, a teacher at Winslow Junior High School, said that giving a percentage increase is an equal and fair way to do it. The proposed percentages would be appropriate.

There was discussion about who was considered "administrators". Mrs. Denise Estudillo, Federal Programs Director, said that directors and administrators are not eligible for stipends, off-duty pay, training pay, 301 monies, etc.

Steve Henling, Technology Director, said that perceived inequities in compensation increases could be fixed by moving to a system whereby increases were determined by evaluations.

Mrs. Lomeli said teachers are very much appreciated, but administrators work hard too. There is no extra pay for them as there is for teachers, and some teachers make a higher daily rate than she makes herself. She told the Board that the budget can bear whatever they decide.

Mrs. Ervien said she understands the recommendation for 3% for classified personnel.

Mrs. Greenwood said when you look at the two-year total, teachers will have received 15% and administrators 9%. She said everyone in the district is appreciated.

Mr. Leonard said he is happy that the budget can afford raises for all and he is always in favor of increasing teachers' compensation because good teachers are the hardest working people in the district. He would like to see more site funds and more money for classroom materials, but increases are positive for all no matter what.

Mr. Hartnett said it is not a black eye to teachers if the administrators receive a 5% increase. They are the support system for teachers and all their behind-the-scenes work is not always obvious. Mr. Hartnett said he would like to see evaluation-based increases in the future and we are working towards that. He urged all to be excited for each other.

Mrs. Montoya said she wants the classified personnel to receive a 4% increase; this would be fair. Mrs. Lomeli said we could make it work if it is the decision of the Board. Mrs. Lomeli again explained about the \$1.00 per hour increase recently given to classified personnel. This matter was discussed at length.

Several of the members of the Board expressed a desire to be conservative. Mr. Henling said they need to keep in mind the additional 5% promised to teachers for 2020-2021. Mrs. Mattox said the 3% for classified is misleading; they are actually getting a much larger raise than that. Mrs. Lomeli added that the student count is still decreasing and we will also have added expenses going forward due to all-day kindergarten.

After further discussion, Mrs. Greenwood asked if anyone would like to make a motion. Mr. Hartnett made a motion to authorize increases of 5% for certified personnel and administrators, and 3% for classified personnel, and to authorize the issuance of contracts and work agreements for the 2019-2020 year. This motion was seconded by Mrs. Ervien. A vote was taken, with four members voting "aye" and Mrs. Montoya voting "no". The motion carried.

- G. Mrs. Greenwood distributed a draft of Board Goals for 2019-2020, which she compiled from previous discussions and events of the past year.

Mrs. Ervien pointed out that the current goals (2018-2019) are posted here in the Board Room.

Mrs. Greenwood then reviewed the draft and said these are all open-ended. She would like the members to review them and expand on them as they see fit.

Cell phone issues were discussed. Ryan Rednick addressed the Board again, saying that at the high school there are a lot of students who use their phones inappropriately. He related his real-world situation and offered a suggestion.

Mrs. Montoya said she would like to see Winslow send a delegate to the Delegate Assembly as we haven't had one in two years and this is an important part of the ASBA process.

Mrs. Greenwood asked the Board to give the goals some thought and the matter will be revisited at a later time.

REPORTS:

- A. Superintendent's Reports:

Mrs. Mattox thanked the Board for their consideration and approval of the increases in employee compensation. She thanked the members of the audience, and Ryan Rednick specifically for his participation.

Mrs. Mattox said that the National Johnson-O'Malley Conference was recently held in Las Vegas, and she called on Mrs. Denise Estudillo, Federal Programs Director, to talk about our programs that received national awards.

Mrs. Estudillo expressed thanks to the Board on behalf of the Indian Education Committee, administrators and staff for their approval of the trip. The Board's support is appreciated. Mrs. Estudillo said that our S.A.F.E. (Student Alternative Fixed Environment) Room program received a national award at the conference. Several years ago, the funding was nearly discontinued because the JOM program saw the S.A.F.E. Room as a punitive environment. Mrs. Estudillo, with the help of the principals, rewrote the position description for S.A.F.E. Room Supervisor, and the funding has since continued. This service is provided for all the students, not just Native Americans. She recognized Ricardo Lyons, Zach Young and Elvira Wilcox for their work with our at-risk students. Ms. Deb Lopez, Principal at Winslow Junior High School, said Mr. Lyons is absolutely great with the students and he truly cares. The funding is appreciated. The Board offered congratulations and thanks.

D. Board President's Reports:

Mrs. Greenwood said she is thrilled to give everyone raises. We have incredible people working for our District and this will be a great thing.

**BOARD
COMMENTS:**

Mr. Hartnett said he is glad that they can give everyone raises and we want to be competitive and take our District to the next level. This will help us move forward and become a better place for learning and for working.

Mrs. Ervien added that it was difficult when the District was not able to give increases, so she is very proud that this can be done again this year. Hopefully, we can come up with better ways to make these types of decisions. She thanked Mrs. Estudillo, Ms. Lopez and Mrs. Martinez for the great job.

Mrs. Montoya said that she asked for a 4% increase for classified personnel, but it was not to be. Maybe next time this can happen. She thanked everyone for their hard work on the matter of raises.

Mr. Leonard said that with the rehiring being approved, we now have our team for next year. He urged everyone to show passion and make our District the best.

ADJOURNMENT:

At 7:11 pm, Mrs. Montoya made a motion to adjourn and Mrs. Ervien seconded it. All members voted "aye" and the motion carried.

President

Vice-President

Clerk

Member

Member

Cyndie Mattox, Superintendent