

**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 3:30 p.m., October 3, 2018, in the District Board Room, 800 Apache Avenue, Second Floor, in Winslow.

PRESENT: Mrs. Sharon Greenwood
Mr. Joseph Hartnett
Mrs. Marilee Ervien
Mrs. Dodie Montoya
Mr. Allen Leonard

ABSENT:

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was said.

APPROVAL OF THE AGENDA: Mrs. Ervien made a motion to change the order of business, moving New Business Item B to the end of New Business, and to then approve the agenda. Mr. Leonard seconded the motion. A vote was taken and all members voted "aye". Motion carried.

APPROVAL OF MINUTES: Mr. Leonard made a motion to approve the minutes of the regular meeting held September 20, 2018. The motion was seconded by Mrs. Ervien. 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.

There were no comments from the public at this time.

OLD BUSINESS: None

NEW BUSINESS: A. Mrs. Lomeli requested Board ratification of expense and payroll vouchers per Ratification List No. 818 totaling \$666,437.66. She said 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. 818. Mrs. Ervien seconded the motion. All members voted "aye" and the motion carried.

B. Action was previously taken to move this item to the end of New Business.

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

- Jason Begay – Bus Driver – District
- Alyssa Burt – High Needs Aide – Jefferson School
- Duran, Michael – Science Teacher – High School
- Dallas Jones – Emergency Substitute Teacher – District
- Chad Sullivan – Emergency Substitute Teacher – District
- Roseann Sundwall – Hourly Crossing Guard – District
- Ginger Fischer – Extra Duty Stipend for music performances – District
- Sarah Shumway – Extra Duty Stipend for music performances – District
- Lisette Quintana – Extra Duty Stipend for Athletic Director – Junior High
- Gina Williams – Extra Duty Stipend for Athletic Director – Junior High
- Coaches for basketball and wrestling per provided list – High School

Mrs. Mattox recommended that the Governing Board approve the following volunteers:

- Basketball and wrestling volunteers per provided list – High School

Mr. Leonard said he likes to see stipends paid to teachers for extra duties.

Mrs. Ervien made a motion, which was seconded by Mr. Leonard, to approve the hiring of personnel and volunteers as recommended. All members voted in the affirmative and the motion carried.

- D. Mrs. Mattox requested that the Governing Board accept a donation of \$83.31 to Washington School from SW Karma for Sonic Night.

Mrs. Ervien said she is very pleased to accept these donations; this is wonderful.

Mr. Leonard made a motion to accept the donation, and Mrs. Ervien seconded it. All members voted “aye” and the motion carried.

- E. Mrs. Mattox asked the Governing Board to approve the following out-of-state travel.

- One employee to travel to Las Vegas, Nevada, October 12 – 14, 2018, to attend workshops on math and literacy presented by The 2 Sisters Company
- Two employees to travel to Las Vegas, Nevada, October 13 – 18, 2018, to attend an Adobe workshop
- Two employees, two other adults and twelve students to travel to Los Angeles, California, January 24 – 27, 2019, for a leadership conference

She said the first two trips would be funded by grant money and the third would be paid for with club funds.

Mrs. Ervien pointed out that the second trip for the Adobe workshop was actually in Los Angeles; Las Vegas is incorrect.

Mr. Leonard made a motion to approve the trips, with the correction noted. Mr. Hartnett seconded it and all members voted in the affirmative. The motion carried.

- F. Mrs. Shirley Lomeli, Business Manager, presented the 2017-2018 Annual Financial Report (AFR). She said the report is due by October 15 of each year for the previous fiscal year, and it will be posted on the District website by tomorrow. She explained the structure of the report and said that there was one account that ended with a negative balance, food service. Work is being done to correct that. She discussed the carry forward amount of almost 7%, or \$825,000. She touched on the subjects of grants, M & O, Classroom Site Fund, and capital spending. Mrs. Lomeli said it was a good year financially and asked the Board to approve the AFR.

President Greenwood asked if anyone wished to make a motion regarding the AFR. Mrs. Ervien made a motion to approve the report as presented and Mrs. Montoya seconded it.

The members of the Board discussed this matter, with particular attention to the food service negative balance. They asked questions and made comments. Mrs. Lomeli and Mrs. Mattox assured the Board that all efforts are being made to correct this.

A vote was taken, with all members voting in the affirmative to approve the Annual Financial Report as presented. Motion carried.

- G. Mrs. Mattox requested that the Board adopt the 2019-2020 and 2020-2021 school year calendars. She conducted a survey of all staff members. The main issue with the calendars was whether to have a one-week Fall Break or a two-week Fall Break in the future. Mrs. Mattox said the votes were very close throughout the survey, but the one-week Fall Break won out, so she constructed these proposed calendars accordingly.

Mr. Leonard made a motion, which was seconded by Mrs. Ervien, to adopt the calendars as presented.

Mrs. Greenwood asked if there were any questions or any discussion.

Mrs. Montoya said that if there is a student activity conflict, she asks that scheduled meetings of the Governing Board be changed. She would also like to see parent surveys available on paper in the future.

The Board discussed the calendar creation process and pros and cons of the calendars. They expressed that they could change it in two years if they think that would be best.

Mr. Leonard expressed that he would have liked to solicit community input regarding the school calendar and let them make the decision about when breaks were scheduled.

A vote was taken and all members voted "aye" to adopt the next two years' calendars as recommended. Motion carried.

- B. As previously acted upon, **New Business Item B** will be handled at this time.

Mrs. Greenwood asked if there was a motion to enter executive session and Mrs. Mattox said Dr. Hartman requested that the matter be discussed in open session.

Mrs. Mattox informed the Board that she received a complaint about Dr. Justin Hartman acting unprofessionally. She placed him on administrative leave and began an investigation, which determined that he acted unprofessionally with a member of the public, misused his district-issued telephone and committed insubordination by texting members of the community regarding this matter and telling them it was okay to forward the message. The text did subsequently reach members of the Governing Board. These actions alone violated District policies and procedures and the terms of his employment contract.

Dr. Hartman asked to read a statement. He thanked his family, staff, and especially the office staff for their support during the past four weeks. He regrets that his actions may have interrupted the educational environment and takes responsibility for what has happened. He pledged to get back on track and hopes that everyone can learn from this experience. He has never been reprimanded in over 20 years of serving this District.

Mrs. Montoya asked questions about the incident on September 4 and the subsequent discipline. Dr. Hartman answered her questions.

Mr. Hartnett asked what legal counsel recommended, and Mrs. Mattox said termination, but there have no prior discipline issues with Dr. Hartman before this year and our District follows the model of progressive discipline so she did not feel that termination was warranted. She said Dr. Hartman is one of the top three administrators in this District and they have discussed at length perception and expectations.

Mrs. Greenwood said she wanted the truth to be told because the outrageous rumors have been so heartbreaking. We are all human and need to support each other. The rumors have been shameful.

Mrs. Mattox complimented Dr. Hartman for having this discussion in open session. Let's move forward in a positive manner.

Mr. Hartnett asked what Mrs. Mattox's recommendation is and she said Dr. Hartman has already served his discipline and is back at work.

Mrs. Montoya said that control was taken away from the Board and she wants to know why they were kept in the dark. Mrs. Mattox said that she was advised to handle the matter in this fashion by the District's attorney and that she had legal advice throughout the process. Mrs. Montoya feels that the lack of transparency escalated the matter. She was very upset by the way this was handled. Mrs. Mattox explained the need for the Board not to be pre-prejudiced if the matter would have come to a hearing before them.

The matter was discussed further. Mr. Leonard cautioned about the dangers of believing social media. Compliments and support were given to Dr. Hartman by some members of the Board, Stephanie Lugo and Penny Brimhall. Mrs. Mattox said it is time for the District to move forward and show everyone the great things being done here.

REPORTS:

A. Superintendent's Reports

Mrs. Mattox reported the recent parent survey and said that over 500 people were surveyed. The District received an overall satisfaction rate of 93%. She also reviewed the individual schools' ratings.

The ASBA Navajo/Apache County Meeting will be October 17 in Holbrook. She asked if the attendees would like to attend the pre-session on Board Roles & Responsibilities. They said no, they wished to go for the dinner and program, so it was decided to leave Winslow at 3:45 p.m. to arrive at 4:30 p.m.

B. Board President's Reports

Mrs. Greenwood expressed gratitude to all who work in our District. She appreciates everything they do. She did not do the parent survey, but thinks more access and publicity would increase the numbers.

**BOARD
COMMENTS:**

Mr. Hartnett said that with regard to the school calendars, he has been contacted by many members of the community regarding their vacations. Attention will be paid to needs in the future and adjustments will be made if necessary. It is hard to please everyone but decisions must be made in the best interests of the schools and students.

Mrs. Ervien said transparency would be served by soliciting parental input, specifically with regard to the setting of the school calendars.

Mrs. Montoya thanked Mrs. Lomeli for her work on the Annual Financial Report.

Mr. Leonard thanked Dr. Hartman and thanked everyone for their support. He said the Board should be doing what the people ask them to do.

ADJOURNMENT:

At 4:26 p.m., Mr. Hartnett made a motion, which was seconded by Mrs. Ervien, to adjourn the meeting. All members voted "aye" and the motion carried.

President

Vice-President

Clerk

Member

Member

Cyndie Mattox, Superintendent