

**WICKENBURG UNIFIED SCHOOL DISTRICT NO. 9
REGULAR GOVERNING BOARD MEETING MINUTES
December 8, 2016**

BOARD MEMBERS PRESENT

Mr. Joe Maglio, President, Mr. Curtis Arnett, Member, Ms. Amy Brown, Member, Ms. Sandee Gill, Member, Mr. Daniel Scott, Member

BOARD MEMBERS ABSENT

None

OTHERS PRESENT

Dr. Howard Carlson, Erin Johnson, Lynn Greene, Derek Streeter, Susan Webster, Colleen Peterson, Susan Cushman, Bill Roach

CALL TO ORDER/PLEDGE OF ALLEGIANCE

Mr. Maglio called the meeting to order at 6:04 pm and led the Pledge of Allegiance.

Ms. Gill excused herself from the beginning of the meeting and the first Executive Session because of a conflict of interest.

ADOPTION OF THE AGENDA

Adoption of the Board meeting agenda

A motion was made to adopt the agenda for December 8, 2016, moving New Business Item - The Minimum Wage and Paid Time Off Initiative (Proposition 206) to follow Call to the Public.

Motion	Ms. Brown	Aye
Second	Mr. Scott	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 4-0.

EXECUTIVE SESSION

Discussion, consideration and possible action regarding student long term suspension appeal. (A.R.S. § 15-843(A) (pupil disciplinary proceedings) and A.R.S. § 38-431.03 (A)(3)(legal counsel))

A motion was made to convene into Executive Session.

Motion	Mr. Scott	Aye
Second	Ms. Brown	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 4-0.

Executive Session was convened at 6:07 PM

Regular Session was reconvened at 6:31 PM

Mr. Joe Maglio, Wickenburg Unified School District Governing Board President, stated that the Board convened into Executive Session to consider an appeal of the Hearing Officer's recommendation of long term suspension for the remainder of the 2016/2017 school year for a Wickenburg High School student. The Hearing Officer's recommendation of long term suspension of the Wickenburg High School student was upheld by the Wickenburg Unified School District Governing Board.

Ms. Gill rejoined the meeting.

EXECUTIVE SESSION

The Board voted to move into Executive Session pursuant to A.R.S. 15-843(F) to consider and possibly act upon the Hearing Officer's recommendation to expel a Wickenburg Unified School District Student.

A motion was made to convene into Executive Session.

Motion	Ms. Brown	Aye
Second	Mr. Arnett	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

Executive Session was convened at 6:35 PM

Regular Session was reconvened at 6:39 PM.

Mr. Joe Maglio, Governing Board President, stated that the Board convened in Executive Session to consider the recommendation of the Hearing Officer to expel a Wickenburg Unified School District student. The Hearing Officer's recommendation of expulsion was approved by the Wickenburg Unified School District Governing Board.

RECOGNITIONS/PROCLAMATIONS

This is a time set aside for any recognition the Board or the Superintendent may wish to make to an individual, group or organization for services and/or contributions made to the District and allowing an opportunity for the Board to recognize groups or individuals publically by issuing of a proclamation in recognition of events and/or persons for special occasions.

Ms. Brown wished to recognize and express appreciation to Mr. Curtis Arnett, retiring Board Member, for all of his service to the District.

CALL TO THE PUBLIC

There was no response to Call to the Public.

NEW BUSINESS

The Minimum Wage and Paid Time Off Initiative (Proposition 206)

Proposition 206, which was passed at the November election, increased the minimum wage to \$10.00 per hour on January 1, 2017. This will be increased by increments through January of 2020, at which time minimum wage will be \$12.00 per hour. After that time, it will increase per the inflation rate.

Proposition 206 also includes earned paid sick time provisions based on time accrued for employees at the rate of 1 hour earned for every 30 hours worked. The employer must give written notice upon the start of employment of the amount of earned paid sick time available to the employee and the earned paid sick time taken to date. The District gives this information via an employees pay statement every 2 weeks.

By 2020 all of groups will be at minimum rate of \$12.00 an hour. The District is looking at significant money going into classified salary schedule of the next for years. Plans are being discussed and developed to deal with this impact. The immediate concern is raising everyone who currently earns less than \$10.00 per hour to the new minimum wage. The District has until July 1, 2017, to fully implement the earned sick leave. This ruling will include the District's substitutes, who qualify as an employee of the District.

Mr. Scott asked how a substitute accrued sick leave. Dr. Roach told him that if a substitute was hired and working for the day became ill and had to leave early, the substitute would be paid for all day. This

is already the current practice of the District. Ms. Gill asked how this affected a long term substitute. She was told a long term substitute would accrue sick leave. She asked if the District would be required to pay a long term substitute for any unused sick he/she had earned and did not use. She was told the District does not pay out unused sick leave of any District employee.

Proposition 206 also impacts coaching assignments. Coaches can fall into 3 categories:

1. Exempt – Certified teachers whose duties include a coaching assignment
2. Non-exempt – coaches hired to coach a team who are not certified teachers employed by the District
3. Volunteers

At present, teachers who are also coaching are exempt from the Fair Labor Standards Act (FLSA) regulations. The District’s volunteer process currently meets all FLSA requirements, although FLSA rulings are subject to change. Non-exempt coaches are paid a stipend for coaching duties. The FLSA states the total amount of the stipend must be equal to or greater than minimum wage for the time spent performing their duties. Also, the non-exempt coach is eligible for overtime pay for any week in which he/she spends over 40 hours performing their duties.

Mr. Scott asked what the stipend amount is for a coach. He was told it depended on the sport; a head coach would be somewhere around \$2,600. Non-exempt coaches are paid a stipend for coaching duties and are eligible for overtime pay for those weeks in which he/she spends over 40 hours in a week.

Dr. Carlson told the Board that the District always tries to hire a teacher first for a coaching position, then hires from the outside if needed. A process will be developed to track hours and solve issues that occur when a coach works more than 40 hours a week; a coach will have to be paid overtime and his/her time tracked on a timesheet. Dr. Roach suggested having coaches report hours every 2 weeks on a timesheet to the principal or athletic director, which is signed by both the coach and the supervisor to show hours worked.

Ms. Gill asked about making a coaching position salaried instead of a paid stipend. Ms. Brown commented certain thresholds have to be met for someone to be considered salaried.

The District’s legal team is saying the District needs to start implementing the increase in minimum salaries in case of an audit by the FLSA. If FLSA is called in to investigate, they will assume the District is guilty until proven innocent and will take the employee’s word unless the District has solid proof.

A motion was made to increase the base minimum wage to \$10 per hour, as required by Proposition 206, as submitted.

Motion	Ms. Gill	Aye
Second	Ms. Brown	Aye
Vote	Mr. Arnett	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

CONSENT AGENDA

A. Governing Board Meeting Minutes

1. Study Session Minutes for November 10, 2016
2. Regular Board Minutes for November 10, 2016

B. Personnel

1. Personnel Action Reports

C. Financial Items

1. Tax Credit Eligibility Club Renewals for Hassayampa Elementary School, Vulture Peak Middle School and Wickenburg High School

D. IGA's/Agreements

1. Intergovernmental Agreement between Wickenburg Unified School District #9 and Dysart Unified School District #89

E. Travel

1. Wickenburg High School Senior Trip-2016/2017
2. Hassayampa Elementary School Fifth Grade Field Trip to Prescott Pines in Prescott, Arizona

F. Donations

1. Festival Foothills Elementary School, Ms. Julie Case, Principal
 - a. Donation of Book Encyclopedias by Mrs. Carol Mair
 - b. Donation of 2 Instruments by Mr. McGrath
2. Vulture Peak Middle School, Ms. Jennifer Lougee, Principal
 - a. Donation of \$1900 by Champions of Wickenburg Youth and Kevin & Susan Cushman
3. Wickenburg High School, Mr. Derek Streeter, Principal
 - a. Donation of \$700 to the Wickenburg High School Theatre Program from the Wickenburg Performing Arts Boosters

A motion was made to approve the Consent Agenda for December 8, 2016 with the exception of the Personnel Action Reports for Keith Peterson, WHS JV Basketball Coach, Todd Schaefer, Festival Foothills Elementary School Boys Basketball Coach, and Aaron Grote, WHS Head Wrestling Coach.

Motion	Ms. Brown	Aye
Second	Mr. Scott	Aye
Vote	Mr. Arnett	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye

Motion passed 5-0.

The Personnel Action Reports were pulled for Keith Peterson, WHS JV Basketball Coach, Todd Schaefer, Festival Foothills Elementary School Boys Basketball Coach and Aaron Grote, WHS Head Wrestling Coach.

Ms. Brown asked if the District will have coaches fill out timesheets on a weekly basis. Ms. Johnson would like to do so, as this would provide documentation for audit purposes. Timesheets could be turned into the principal or athletic director, but would not need to be turned into payroll unless a coach works over the 40 hours per week. She commented this would also help to track hours for future reference. She also commented the District should also look at ticket takers, as the District cannot afford to pay for a large event.

A motion was made to approve Consent Agenda Item - Personnel Action Reports (PARs) for Keith Peterson, WHS JV Basketball Coach, Todd Schaefer, Festival Foothills Elementary School Boys Basketball Coach, and Aaron Grote, WHS Head Wrestling Coach, with the addition to their PARs the statement "At this Point in Time Pending Research".

Motion	Ms. Brown	Aye
Second	Ms. Gill	Aye
Vote	Mr. Arnett	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

OLD BUSINESS

1. OLD BUSINESS - Discussion/Possible Action A. Second Reading of Policy Advisories

A motion was made to approve to approve the second reading of Policy Advisories JL Student Wellness and KB Parental Involvement in Education, as submitted.

Motion	Mr. Arnett	Aye
Second	Ms. Gill	Aye
Vote	Ms. Brown	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

NEW BUSINESS

Proposition from WHS Booster Club - Updates/School spirit campaign to the Wickenburg High School Gymnasium

Coleen Peterson and Susan Cushman from the WHS Booster Club presented the Board with some improvement projects the Booster Club would like to do to improve and upgrade the WHS Gym and Concession Stand. These projects would be at no cost to the District.

Improvements to the Concession Stand (Phase 1):

- Installation of a 3-Basin Sink (This has already been installed by the District and is functioning)
- Paint exterior wall 9 gymnasium (matching colors to the paint Carson Miller has been using.)
- Add wiring for future TV menu/display board
- Add school signage (Gold W and Wranglers die cut metal signage)
- Paint interior walls (back wall purple, side walls existing color, just freshened up)
- Add wood slanted shelving on back wall for candy/food storage.
- Add new menu board (non-fixed)
- Add Gold W to back wall
- Add metal shelving under back counter for storage (non-fixed)
- Take down and fix roll up door to function better

Ms. Brown commented there are items that are cut from metal displayed in the round gym. Having metal letters in the concession stand will keep this consistent.

Gymnasium Project (Phase 1)

- Repaint purple walls around gymnasium (matching colors to the paint Coach Miller has been using in athletic training room.)
- Replace the padding at the end of the basketball courts for the safety of the players.
 - Move the Center Court padding, which is still in good shape, to the north and south end of the gym to replace the damaged padding.
- Add State Championship and State Runner-Up banners, see enclosed.
 - Coach Miller has a complete list of all state championships and runners up for all sports. The Booster Club would like to purchase banners for each of these to hang in the gym.

Dr. Carlson commented adding the banners was a great idea and adds a lot to the gym. He added that he had noticed, when looking at the south wall which displays banners that spell out "WRANGLERS" with the sports participated in are notated, there is one blank spot where tennis used to be. Tennis is no longer a sport so the banner was taken down. He was told Coach Miller took this banner to Creations in Thread to have SWIM put on it. Once done, the banner will be replaced.

Ms. Gill commented on the banners that used to be displayed but were taken down during the move to the new gym. Ms. Peterson told her those banners are different sizes, colors, etc. and the new banners will be consistent in size and color. Ms. Gill commented she felt it was not right to toss the accomplishments of those who came before. Ms. Peterson told her the Boosters will replace the old banners with new ones that recognize past accomplishments. Ms. Gill stated she felt the recognition of past accomplishments very important.

Mr. Arnett commented that previous trophies and banners were put into closets and not displayed. That said, he hopes if some of the old stuff is still around it can be found and displayed. He asked how much money the Booster Club was talking about.

Ms. Peterson told him the following approximate costs:

- Padding - \$2500
- Purple paint – Donation
- Metal die cuts – Donation
- Banners - \$150 each
- Metal shelving – approximately \$100
- The estimate from the painters is pending

Mr. Arnett expressed his appreciation to the Booster Club for talking to the Board about the proposed changes, as there have been those who have gone ahead and made changes without permission. An example of this was the dugouts. He also stated he did have a problem with purple walls.

Ms. Gill asked if anything healthy was offered in the concession stand. Ms. Cushman told her they experimented with fruits and nuts, but young people will are not interested. They do offer muffins and fruit at bigger events, but not at regular events. Ms. Gill asked if they had something more substantial, such as chili. Ms. Cushman told her yes, they were trying to provide this.

A motion was made to approve the Phase I of the proposition from the Wickenburg Booster Club for the improvements to the Wickenburg high School Concession Stand and Gymnasium, as submitted.

Motion	Mr. Arnett	Aye
Second	Ms. Brown	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

Revised Budget FY2017

Pursuant to Arizona Statue, if the district exceeds the general budget and/or the unrestricted capital budget limits by 1% or greater of its general budget limit then we are required to revise the budget by December 15 to reduce the expenditures to be within ADE's calculated budget limits. This does apply to the district this year due to a decrease in our District Additional Assistance allocation which affected our unrestricted capital budget.

As stated on the board action item there was a decrease of \$126,501 from the adopted budget. Fortunately this decrease was offset with carryforward after completing the AFR. The new Capital Budget limit is \$223,023.00.

On a more positive note the M&O Budget capacity was increased by \$88,497.00. This was successfully done with an increase carryforward as well as the ADM Calculation and Prop 123.

- Carryforward increased by \$58,139
- ADM Calculation was finalized after the adopted budget in our favor increasing our funding by \$12,330.00
- PROP 123 allocation of \$14,028.

A motion was made to approve the first revision of the Annual Expenditure Budget for FY 2017.

Motion	Mr. Arnett	Aye
Second	Ms. Brown	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

Calling of a Special Governing Board Meeting for Tuesday, December 13, 2016

Administration requested a Special Meeting for December 13, 2016.

A motion was made to approve the Calling of a Special Governing Board Meeting for Tuesday, December 13, 2016, as submitted.

Motion	Mr. Arnett	Aye
Second	Ms. Brown	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

ITEMS FOR FUTURE AGENDAS

ANNOUNCEMENTS, CALENDAR

ADJOURNMENT

A motion was made to adjourn the meeting.

Motion	Mr. Arnett	Aye
Second	Ms. Brown	Aye
Vote	Ms. Gill	Aye
Vote	Mr. Maglio	Aye
Vote	Mr. Scott	Aye

Motion passed 5-0.

Meeting was adjourned at 8:14 PM.

ATTEST: _____

Mr. Joe Maglio, Board President