

**J.O. COMBS UNIFIED SCHOOL DISTRICT NO. 44**  
**MINUTES OF THE REGULAR BOARD MEETING**  
**WEDNESDAY, FEBRUARY 10, 2016**

A public meeting of the J.O. Combs Unified School District #44 Governing Board convened on Wednesday, February 10, 2016 at 6:00 p.m. in the Multi-Purpose Room at the J.O. Combs Middle School. Members of the Governing Board present were Shelly Hargis, President; Kathy Bourgeois, Member; Pat Pinckard, Member (absent); Bob D'Elena, Clerk; and Dr. Gary Kemp, Member. Administrators, Directors, and Coordinators present were Marcus Berkshire, Angie Beauchene, Mark Mauro, Brenda Mayberry, Jane Rupard, Karla Slovitsky, Jack Wallbrecht, Shannon Weber, Santa Dunker, and John Scrogam; Dr. Patty Rogers, Assistant Superintendent, Dr. Gayle Blanchard, Superintendent, and MaryLou Martinez, Administrative Assistant.

**Call to Order** – Governing Board President Ms. Shelly Hargis called the meeting to order at 6:00 p.m.

**Approval of Meeting Agenda** – Ms. Hargis suggested a minor change to the agenda in order to accommodate the Career and Technical Education presentation prior to Ellsworth Elementary Focus on Students presentation. Mr. D'Elena made a motion to approve the meeting agenda as amended, seconded by Ms. Bourgeois, and the motion carried 4-0. Ms. Pat Pinckard was absent.

**Welcoming of Guests**

**Pledge of Allegiance** – Ms. Hargis invited the Wilkens family to lead the pledge.

**Superintendent Report** – Dr. Blanchard shared a few items from the Superintendent's Update:

- Current District enrollment is 4,503 students which includes community pre-K through Grade 12.
- Congratulations to Spelling Bee Winners and Alternates
  - 1st Place - Faith Powell, 6th grade, Harmon Elementary
  - 2nd Place - Jalen Cade, 7th grade, Combs Middle School
  - 3rd Place - Jessica Valdez, 5th grade, Combs Traditional Academy
  - Alternate - Derek Cisneros, 4th grade, Combs Traditional Academy
  - Alternate - Joslyn Sagote, 4th grade, Harmon Elementary

The 1st, 2nd, and 3rd place winners will participate in the Pinal County Spelling Bee on Friday, February 19 at Vista Grande High School in Casa Grande. We wish them success at the county spelling bee.

- Congratulations to Combs High School for being selected as a finalist for the Education Foundation's A+ School of Excellence Award.
- J.O. Combs Unified School District hosted its first annual SciTech Festival on February 4, 2016. The Arizona SciTech Festival is held annually in February and March. This was an outstanding event.
- J.O. Combs Middle School has been selected to receive funding for students to attend the Education Outreach Program at the 2016 Intel International Science and Engineering Fair in Phoenix on May 12. J.O. Combs Middle School recognizes Mr. Jonathan Spray, Science teacher, for submitting the documentation that earned this opportunity for middle school students.
- The Community Education Department will be hosting Combs Kidz spring camp at Ranch Elementary from March 7-14 from 6:30 a.m. to 6:00 p.m. for grades K-6th. Young Coyotes for 3-4 year olds will be available as well at Ranch Elementary during the same hours.

**Focus on Students/Programs** – Mr. John Scrogam, Career and Technical Education Coordinator, discussed the high school CTE program which includes Agricultural Science, Sports Medicine, Business Management, Informational Technology, Early Childhood Education, Graphic Design, Medical Professions, Nursing Assistant Program, Technical Theatre, Digital Photography, Journalism, and TV Production / Broadcasting. Combs High School teachers Ms. Susan Belshe, Ms. Alice Goodrick, Mr. Paul Schreel, Mr. Brian Taylor, Mr. Chris Williams, and Mr. Kris Wood presented. CheyAnne Crosby, Grade 12, talked about her experience with the CTE program commenting how much she has grown academically.

Mr. D'Elena asked if the journalism produced publications include a statement for credit. Mr. Taylor confirmed that yes there is an acknowledgement, either at the table of contents or on the masthead of the publication.

Ms. Belshe invited the community to the Community Health Fair on April 5, 2016 from 3-6 p.m. at Combs High School. Free EKGs and blood pressure checks as well as a bike rodeo are just a few of the activities offered. She shared that there will be approximately 28 organizations present.

Ms. Hargis thanked the CTE staff for presenting, remarking the program is awesome. Dr. Blanchard acknowledged that February is CTE celebration month.

**Volunteer Recognition** – Dr. Rogers recognized Ms. Kimberly Miller, Lunch Aide/Cross Guard from Ellsworth Elementary for her outstanding dedication to students, wishing her well and thanking her for doing good things for the students.

**Staff Recognition** – Dr. Rogers recognized Ms. Elfida Telles, Counselor at Ellsworth Elementary. Dr. Rogers commented that Ms. Telles wears many hats and that teachers say Ms. Telles keeps students first at everything she does and motivates them as well.

Continuing with the Focus on Students segment, Ellsworth Elementary second grade teachers Ms. Emileigh Miller and Ms. Kelly Bond highlighted their second grade class, which performed several Dr. Seuss themed songs along with one student signing the words. Ms. Miller and Ms. Bond explained that students will be performing these songs as part of a play at Ellsworth on Thursday, March 3 at 6 p.m.

**Student of the Month** – Ms. Tracy Baskara, Culinary Director at Banner Ironwood Medical Center, was present to assist with the Student of the Month recognition. Ms. Baskara shared that she is on the leadership team at Banner Ironwood and Banner Goldfield. She stated that Banner Ironwood is very glad to partner with J.O. Combs and she is glad to be here tonight. Ms. Baskara brought an extra special treat for the student of the month recipients.

The J.O. Combs District continues to partner with Banner Ironwood Medical Center recognizing one student every month from each of the schools where students are recognized for the various pillars of character, which include Responsibility, Trustworthiness, Citizenship, Caring, Respect, and Fairness. Dr. Patty Rogers, Assistant Superintendent read a brief paragraph about each student and presented certificates to all recipients and they then had a photo taken with the representative from Banner Ironwood, the Governing Board, and Superintendent Blanchard.

Dr. Rogers acknowledged the staff in attendance that came to support the district and the students this evening.

**Citizen's Comments** – None

The Governing Board invites the viewpoints of citizens throughout the District under guidelines as presented in Policy BEDH. (Policy BEDH—Public Participation at Board Meetings is posted in the Governing Board Room or available at the District Office.) State statutes prohibit the Governing Board from discussing an item that is not on the agenda, but they do listen to compliments / concerns and request that staff follow up on any questions.

**Approval of Consent Agenda Action Items** – Ms. Bourgeois made a motion to approve the Consent Agenda as presented, seconded by Dr. Kemp, and the motion carried 4-0.

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| A. Approval of Minutes                     |                  |
| i. Regular Meeting                         | January 13, 2016 |
| B. Business and Finance                    |                  |
| i. Monthly Financial Report                | January 2016     |
| ii. Student Activities Financial Statement | January 2016     |
| iii. 100 <sup>th</sup> Day Report          |                  |

- iv. Expense Voucher
  - # 7031 \$ 18,019.00 # 7035 \$ 272,752.15
  - # 7032 \$ 222,011.96 # 7036 \$ 4,000.00
  - # 7033 \$ 148,452.70 # 7037 \$ 196,661.61
  - # 7034 \$ 1,779.66 #
- v. Payroll Voucher
  - # 32 \$ 168,521.90 # 34 \$ 304,800.10
  - # 33 \$ 586,603.67 # 35 \$ 592,964.51
- vi. Intergovernmental Agreements
  - a. None
- vii. Bid Request(s)
  - a. None
- viii. Bid Approval(s)
  - a. None
- ix. Purchase(s)
  - a. None
- x. Grants, Gifts, and Donations
  - a. Donation of two (2 ) Chromebooks from DonorsChoose, valued at \$400 for Mrs. Ramirez’s 5th/6th Grade Class at Simonton Elementary
- xi. Overnight and/or Out-of-State Travel Request
  - a. RATIFY – Association for Career Technical Education of Arizona (ACTEAZ) Midwinter Conference, Prescott, AZ, February 3-5, 2016, Professional Development, John Scroggum - Career and Technical Education Coordinator (Grant funded)
  - b. RATIFY – Migrant Recruitment Training, San Luis, AZ, February 10-11, 2016, Professional Development, Elizabeth Kloehr - Migrant Liaison (Grant funded)
  - c. Reality Reading Kagan Workshop, Las Vegas, NV, February 12, and Accelerating Achievement Kagan Workshop February 14-15, 2016, Professional Development, Robert Laliberte - Combs High School Teacher
  - d. Associated Writers Program (AWP) Conference, Los Angeles, CA, March 30 - April 3, 2016, Professional Development, Jess Burnquist - Combs High School Teacher
  - e. National Council of Teachers of Mathematics (NCTM) Annual Conference, San Francisco, CA, April 13-16, 2016, Janice Skinner - Combs Middle School Teacher (funded by AMP Partnership)
- C. Personnel
 

(A.R.S. §38-431.03 (A)(1) the Governing Board may go into Executive Session for the purpose of discussing personnel matters.)

  - i. Job Descriptions
    - a. None
  - ii. Administrative Staff: Employment, Transfer, Leave of Absence, Resignation, Termination
  - iii. Certificated Staff: Employment, Transfer, Leave of Absence, Resignation, Termination
  - iv. Support Staff: Employment, Transfer, Leave of Absence, Resignation, Termination
  - v. Substitute Staff: Employment, Transfer, Leave of Absence, Resignation, Termination
  - vi. Administrators, Coordinators, Certificated and Support Staff Renewal of Employment for 2016-2017

**Audit of Financial Statement and Supplemental Information for School Year Ending June 30, 2015 –**

Ms. Karla Slovitsky, Director of Business Services discussed the 2014-15 complete audit and introduced Ms. Sandy Cronstrom, a representative from CliftonLarsonAllen. Ms. Cronstrom spoke about the audit process and timeline. She stated that the firm worked with the Business Services Department and was able to complete the audit by early December.

Ms. Cronstrom shared a summary of the report mentioning there is nothing too significant just a couple of minor findings, basically a very low number for a school district. She did share that every year she has seen an improvement and that staff is very attentive and responsive which makes CliftonLarsonAllen’s job easier.

Mr. D’Elena inquired about the three audit report findings. Ms. Constrom explained the three corrected findings and as for the three continuing, she said it is a very standard finding since most Districts do not have the resources on staff to accomplish. She further explained that finding #1 may never go away, the other findings were federal

related, and some were not necessarily compliance issues but more internal control issues. The internal control example she provided is one staff employee prepares a report and a second staff employee reviews and signs.

Mr. D'Elena shared his thoughts about the audit findings noting there were few this year compared to last year. He commented on what a great job the Business Department is doing as demonstrated by the ASBO Certificate of Financial reporting recognition they receive. Mr. D'Elena congratulated Ms. Slovitsky and her staff for doing an outstanding job.

**Adoption of 2% Salary Increase for All Employee Groups, 100% Funding of Extra Duty Stipend Schedule, and \$250 to Certified Initial Salary Placement** – Ms. Karla Slovitsky, Director of Business Services, presented a PowerPoint to discuss one of the Governing Board identified priorities which is to increase staff retention and recruitment. She provided budget information explaining base level inflation of 1.04% increase, Prop 123 (inflation lawsuit) if passed will add additional dollars to the district maintenance and operations budget, and current year funding. District is recommending a 2% increase to all staff salaries, fully fund Extra Duty Stipend Schedule, and increase Certified Initial Salary Placement by \$250.

Ms. Slovitsky outlined the 2016-2017 proposed compensation as well as the funding sources. She also discussed should Prop 123 pass that additional compensation for 2016-2017 would be reviewed.

Mr. D'Elena made a motion to Adopt 2% Salary Increase for All Employee Groups, 100% Funding of Extra Duty Stipend Schedule, and \$250 to Certified Initial Salary Placement, seconded by Ms. Hargis, and the motion carried 4-0.

**2016-2017 Initial Salary Placements and Extra Duty Stipend Schedule** –

1. Certified Initial Salary Placement
2. Certified Non-Teaching Initial Salary Placement
3. Exempt Support Staff Initial Salary Placement
4. Support Staff Initial Salary Placement
5. Technology Initial Salary Placement
6. Coordinator Initial Salary Placement
7. Administrative Initial Salary Placement
8. Extra Duty Stipend Schedule

Dr. Rogers presented the initial salary placements and extra duty stipend schedule. She explained each placement schedule and clarified if it had any additions, changes, or adjustments. District recommends approval of \$35,019 as the starting salary for Certified Initial Salary Placement. In reference to the Support Staff Initial Salary Placement and the Technology Initial Salary Placement, she explained that adjustments were made to ranges based on Governing Board approval of July 2015 and there are no salary changes.

Mr. D'Elena inquired about the additional benefits, that is the 403(b) tax shelter and how many employees take advantage of that benefit. Ms. Slovitsky replied approximately 12 employees utilize this benefit.

Dr. Rogers discussed the Extra Duty Stipend Schedule explaining the increases and addition of stipends on the schedule. She noted that she worked with Mr. James Denton and Ms. Mayberry regarding the additional positions.

Dr. Kemp inquired about the determining factor for the high school department chairs stipend. Dr. Rogers explained the percentage is based on the number of staff in those departments, a higher percentage based on the number of staff members.

Ms. Bourgeois made a motion to Adopt the 2016-2017 Initial Salary Placements and Extra Duty Stipend Schedule as presented, seconded by Mr. D'Elena, and the motion carried 4-0.

**Professional Development Update** – Ms. Santa Dunker, Coordinator of Curriculum and Instruction provided an update on the professional development the District has completed to date. Ms. Dunker noted this was a collaborative effort having worked with site principals and site leadership.

Mr. Marcus Berkshire, Ms. Brenda Mayberry, Mr. Mark Mauro presented for the areas of principals, high school, middle school and elementary school related professional development.

Ms. Mayberry said she is thankful to have Ms. Allison Quijano, Academic Coach, on their high school campus and thinks their professional development has become much more focused.

Mr. Mauro commends Mr. Berkshire for the data analysis work that he does for him and his colleagues. He also acknowledged Ms. Quijano stating she has done wonderful work at the middle school and high school.

Mr. Mauro remarked on the quality of the PLC conference recently attended by himself and other administrators and teachers.

Ms. Hargis thanked the presenters for the information and commented how great it was that they had the opportunity to attend the PLC conference

**Adjournment** – Ms. Hargis made a motion to adjourn at 7:36 p.m., seconded by Mr. D’Elena and the motion carried 4-0.

One or more Governing Board members will / may participate by telephonic or video communications. The Governing Board reserves the right to change the order of items on the agenda, unless a specific time is listed on the agenda.

The Governing Board reserves the right to move into executive session for legal advice with its attorneys, in person or by telephone, for any item listed on the agenda, pursuant to A.R.S. §38-431.03(A)(3).

J.O. Combs Unified School District #44 endeavors to make all public meetings accessible to persons with disabilities. Please call (480) 987-5300 at least 48 hours in advance of the meeting to request an accommodation to attend or participate in the public meeting.

#### Governing Board Members

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Shelly Hargis, President

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Bob D’Elena, Clerk

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Kathy Bourgeois, Member

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Gary F. Kemp, Ed.D., Member

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Patricia J. Pinckard, Member

Respectfully Submitted by:  
MaryLou Martinez  
Administrative Assistant  
Superintendent / Governing Board  
February 10, 2016