

CEDAR UNIFIED SCHOOL DISTRICT NO. 25
REGULAR SCHOOL BOARD MEETING
JEDDITO SCHOOL BOARD ROOM
JULY 12, 2016

PUBLIC HEARING

The public hearing started at 5:36 p.m. Bonnie Haven informed all in attendance that we had the hearing for the proposed budget for SY2016-2017 and no changes have been made to the budget. She asked if there were any questions or comments. None were given.

MINUTES

CALL TO ORDER The Cedar Unified Regular School Board Meeting was called to order by Iris Yessilth, Board President at 5:37 p.m.

STATEMENT OF WELCOME Iris Yessilth welcomed all in attendance.

ROLL CALL Danny Sage called roll. Those present were Ladybird Jack, Karen Charley, Iris Yessilth and Danny Sage. Francis Ambrose was absent.

Francis Ambrose arrived at 6:09 p.m.

APPROVAL OF AGENDA Danny Sage motioned to approve the agenda. Motion seconded by Ladybird Jack. Motion carried with 4 votes in favor, 0 opposed and 0 abstentions.

APPROVAL OF MINUTES Danny Sage motioned to approve the minutes of June 28, 2016 as is. Motion seconded by Iris Yessilth. Motion carried with 4 votes in favor, 0 opposed and 0 abstentions.

**CALL TO THE PUBLIC
(STUDENT & COMMUNITY
RESPONSE)**

None

**SUPERINTENDENT'S
REPORT**

- 1. AzMerit Scores**
- 2. Schedule of Events**

Mr. Noggle informed the board that per legal counsel we cannot continue to put Board Comments on the board agenda. However, if the board members wish to address the public, they can do so under Call to the Public, outside of an agenda item. He stated that he will be discussing other changes at the board retreat.

Mr. Noggle handed out the AZmerit scores to the board members. He informed them that two grades did not have one single student proficient or excelling in either Math or English/Language Arts. He explained the handout to the board page by page. Mr. Noggle did state that one area we are failing is with the male students. He explained that in third grade not a single student was proficient in ELA, none of the male students were reading at grade level. There were 10 female students, 1% was proficient,

1% approached. In math, one student was proficient in math. He further stated that 5th grade has him perplexed. Absolutely no student was at grade level. He does have some intervention strategies to address that. At 6th grade we do have 17 students with 1 student proficient that student actually excelled in ELA, no female students did. In 7th grade only one female student was minimally proficient. At every grade level there are none that are partially proficient, students this low should not be the case with the staff we have. In the 8th grade no student was proficient in ELA, which consisted of 10 males and 1 female. In math we did a little better, usually reading is better. At the 3rd grade level we had 30% female passing and 0% males passing. 4th grade there were more students who were a little more than ¼ proficient and half is partially proficient. 5th grade isn't looking so good, no student was proficient or highly proficient. All were minimally or partially proficient. In 5th grade one male student was both proficient in English and math, all the rest were minimally or partially proficient. 7th grade we were 14% proficient in math.

Mr. Noggle invited the board to attend the staff orientation on Monday, August 8, 2016. We will have a continental breakfast and welcome the staff back. He explained the orientation schedule and the changes he hopes to implement this year. He further informed the board that he is going to bring PLC (Professional Learning Community) to the teachers. He will meet with them daily. He also stated that he will bring in Galileo, this is what most schools use for assessment, he stated that we will do benchmarking, which is very important. Another program he'd like to bring is RTI, Response to Intervention in order to help the students.

Karen Charley thanked Mr. Noggle for his report and his goals for the school year. She expressed her opinion on how every new administrator that comes to the district has their own ideas and adopts new things. She is hopeful that this will work and we will see some results. She explained her great grandchild will be entering school this year and his mother was very impressed with our kindergarten students here at Jeddito were reading. She would encourage the head start students to come here too. Mr. Noggle replied that his obligation is to children and to follow policy. It will take time to rebuild and he will address issues when he sees it. Teachers will feel respected and they will become part of the decision making process. He further stated that what is important is that our children learn to read, math and learn to write. He stated that he does guarantee one thing, our test scores will go up. You hold teachers accountable as well as administration and boards.

Ladybird Jack stated that looking at the scores is shocking. They are really low, she asked what assessments will we be using this year. Mr. Noggle replied that we will be using Galileo assessment four times a year and he will provide the board with benchmark scores. He further stated that he will have to train the staff on Galileo. He stated that we have a systemic problem that we will work on. He actually believes that we have good teachers that need training and understanding how to look at data that is not

here. He feels that we can make a difference if we are a team. He stated the four components of forming, storming, norming and performing.

OLD BUSINESS

A. Discussion and Possible Action on Second Reading of Policy GBECB – Alcohol Use by Staff Members

Ladybird Jack motioned to approve the second official reading of Policy GBECB – Alcohol Use by Staff Members. Motion seconded by Karen Charley. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

B. Discussion and Possible Action on Second Reading of Deletion of Policy GCCG, GCCG-RA and GCCG-RB – Professional Staff Voluntary Transfer of Accrued Sick Leave; GCQE – Retirement of Professional Staff Members; and GDCG – Support Staff Voluntary Transfer of Accrued Sick Leave

Danny Sage motioned to have this the official second reading to delete policy GCCG, GCCG-RA, GCCG-RB, GCQE and GDCG. Motion seconded by Ladybird Jack. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

NEW BUSINESS

A. Discussion and Possible Action on Governing Board Calendar of Meetings and Dates for SY2016-2017

Mr. Noggle informed the board that two meetings occur during school breaks. This calendar will move those two meetings to the 2nd Wednesday of the month in October and March.

Francis Ambrose motioned to approve the Governing Board Calendar of Meetings and Dates for SY2016-2017. Motion seconded by Danny Sage. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

B. Discussion and Possible Action on Governing Board Official Posting Places for SY2016-2017

Mr. Noggle informed the board to meet the requirements in the Open Meeting Law and to avoid a complaint, he is recommending having two official posting places. One will be posted in the District Office and the other at Jeddito School. This way the posting is in control of the district.

Danny Sage motioned to approve the Governing Board Official Posting Places for SY2016-2017. Motion seconded by Ladybird Jack. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

C. Discussion and Possible Action to Schedule a Board Retreat

Mr. Noggle informed the board that he is recommending a 6 hour retreat possibly from 10am to 4pm. He stated that this is when the board can sit down and talk about the importance of educating children of Cedar. It's the board's retreat as was stated by legal counsel. Different dates were given

but in the end the board asked Mr. Noggle to bring some dates back to the August board meeting for a final decision.

D. Discussion and Possible Action for the School Board and Superintendent to Attend the Arizona School Board Association 40th Annual Law Conference on September 8-9, 2016 in Scottsdale, Arizona

Ladybird Jack motioned to approve Mr. Noggle and Iris Yessilth, Board President to attend the ASBA Law Conference on September 8-9, 2016 in Scottsdale, Arizona. Motion seconded by Danny Sage. Motion carried with 4 votes in favor, 0 opposed and 1 abstention. Francis Ambrose abstained.

E. Discussion and Possible Action to Declare Board Seat Vacant Pursuant to A.R.S. § 38-291

Iris Yessilth read a statement to the board. Karen Charley stated that this happened before and she thought the responsibility was at the county to make that decision. She further stated that she felt uncomfortable making that decision as she feels it is the decision of the county superintendent.

Francis Ambrose stated that he has served two years on the board and he remembered that Ladybird Jack was recognized by the County for being an outstanding board member. He also stated that he doesn't see a line of people who want to jump in and be a board member when there was a dire need of someone. He feels that we need to support one another and lead by example.

Ladybird Jack stated that she has made every effort to be here and the person she communicates with is Val. She further stated that her job as a CPS worker and the only one in this region, it has been difficult. She did inform the board that they hired another CPS worker so she is hoping that her workload will lessen. She stated that she would like to continue being a board member and would make every effort to be here from here on. She further stated she was sorry it came to this point and taking up your time. Her heart is here and she's been a board member for so many years, she wants to help, that is why she is here.

Danny Sage stated that Ladybird is a social worker in this area and does get called upon, It's been like that all the time she's been on the board. Knowing that she has a schedule and has somebody there to lend a helping hand it will make her job much easier. He doesn't want to see Ladybird go and she knows now that something like this has to come about and accepts it.

Iris Yessilth stated that it was so frustrating on her part when important decisions needed to be made and we aren't able to make a quorum. We are here to advocate for the children and I'm doing by job as a Board President. I don't enjoy this but when we don't have meetings, we don't take care of business.

Francis Ambrose stated that with the receivership, even if we have a quorum, receivership still has the ultimate decision even if we are here or not. With that it takes away some of our responsibility having that jurisdiction. According to the bylaws, there was three meetings I missed and also circumstantial situation from my previous employment I have now found work where it will be difficult to get here due to employment. I may miss some meetings, maybe I should be the one to go.

Mr.Kenny informed the board that the only time he would step in is when the board is making a bad financial decision for the school. You have a strong future going forward with a superintendent who wants to work with you guys but it is up to you to make that decision. This is a board decision and sounds like she's knowledgeable and has a lot to provide. He also reminded the board that he has offered up a phone number as a conference call number to make it easier for some board members if they can't make it to a board meeting they can call in.

Mr. Noggle stated that this is the storming process we are going through right now. Keep in mind you are examples to your community. If you don't know up, word gets out that you don't care. He stated that he feels they are going to be a good team. He will start putting in the packet who has been here and who has missed meetings. If you can't make a meeting, please call in. That way we have some way to hold the board accountable to attend meetings. You make that decision.

The board took no action on this item.

F. Discussion and First Reading of Deletion of Policy GCCB – Professional/Support Staff Personal/Emergency/Religious Leave and Policy GCCA – Professional/Support Staff Sick Leave

Mr. Noggle explained to the board that this policy does not take leave away from employees, it is merely being replaced by undifferentiated leave policy in your packet. We will be deleting the sick leave policy and personal leave policy, replacing with undifferentiated leave. What happens is employees are put in a position when they are not necessarily telling the truth because they don't have any personal leave left. Employees will still earn the same amount, except 3 less days. Personal leave goes away, this is a money saving effort for the district. The important thing is we are changing current policy that states that you can't take leave the first two weeks of school and the last two weeks of school, when we know what happens the last two weeks of school like graduations. Also, under current policy employees who leave the district aren't paid for their sick leave unless they've been with the district for five years or more, then they are obligated to use since they don't get paid for it. The new policy will buy back everybody's leave when they leave the district at 2/10 of their annual salary.

Danny Sage motioned to have this the first official reading to delete policy GCCB and GCCA. Motion seconded by Iris Yessilth. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

G. Discussion and First Reading of Policy BIBA – Board Member Conferences, Conventions and Workshops; EG – Office Services; GCCA – Professional/Support Staff Undifferentiated Leave (Undifferentiated Leave for Illness or Personal Leave); and GDL – Support Staff Workload

Danny Sage motioned to have this the first official reading of Policy BIBA, EG, GCCA and GDL. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

H. Discussion and Possible Action to Grant Superintendent Authorization to Offer Teacher Contract(s) between Board Meetings

Mr. Noggle explained to the board that the next regular board meeting is scheduled for August 16th and school starts on August 10th. We still have two vacancies, one teacher who will be letting me know if she will accept offer this Thursday and one is on the agenda tonight contingent if he is released from Chinle School District. If he is not released, I have three vacancies to fill, instead of telling people to wait until the 16th, I will lose a week and a half of education for the students. I would like to be able to offer contracts and board can ratify the contract at their next meeting.

Francis Ambrose motioned to grant the Superintendent authorization to offer teacher contracts between board meetings. Motion seconded by Danny Sage. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

I. Discussion and Possible Action on the Hopi Head Start Memorandum of Understanding for SY2016-2017

Danny Sage motioned to approve the Hopi Head Start Memorandum of Understanding for SY2016-2017. Motion seconded by Iris Yessilth. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

INFORMATION/REPORTS

A. Travel Authorization Log

B. Maintenance/Transportation and Security Reports

Karen Charley asked what the status is on White Cone High School. Mr. Noggle stated he is going to talk with NAVIT to see if they are interested in using it. It would be a great opportunity for NAVIT to provide services to this part of their district. The problem is there are so many legal entities involved which makes it difficult. The district would have a lot of details to work out, how we manage that facility, get occupied or find some alternatives because its going to get vandalized.

PERSONNEL

A. *Discussion and Possible Action for Extra Duty for Chris Dashee, Athletic Director; Delores Noble, Federal Programs Coordinator/Test Coordinator; and Charlene Gonnig, Special Education Coordinator

Danny Sage motioned to approve the Extra Duty for Chris Dashee, Athletic Director for \$3,000.00; Delores Noble, Federal Programs Coordinator/Test Coordinator for \$12,000.00; and Charlene Gonnig, Special Education Coordinator for \$3,000.00 for SY2016-2017. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

B. *Discussion and Possible Action to Hire Tommy Begay, PE Teacher for SY2016-2017

Danny Sage motioned to approve to hire Tommy Begay, PE Teacher for SY2016-2017 in the amount of \$51,250.00 effective August 8, 2016. Motion seconded by Ladybird Jack. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

C. *Discussion and Possible Action to Change Job Description for Janet Benally, Assistant to the Maintenance/Transportation Director/Home Liaison and Increase Salary by \$5,000.00 for SY2016-2017

Danny Sage asked if Janet has her CSL and Bus Driver Certification. Mr. Noggle replied that she is currently attending a bus driver training to get started on the process. Once she returns the following week, along with the bus drivers, they will be going door to door recruiting.

Danny Sage motioned to approve Janet Benally job title to Assistant to the Maintenance/Transportation/Home Liaison and increase salary by \$5,000.00 to \$35,000.00 but approve her job description at the next board meeting. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

D. *Discussion and Possible Action to Change 11-Month Work Agreement for John Chee to 12-Months for S2016-2017 to Reflect Change in Job Description

Mr. Noggle stated that John Chee is currently a bus driver/maintenance. His first year experience as a mechanic, he's not ASE certified but he can do oil changes, tire repairs as a mechanic helper. He is coming at base level for this position.

Danny Sage motioned to approve to change the work agreement for John Chee from 11-month to 12-month to reflect change in job description. Motion seconded by Iris Yessilth. Motion carried with 4 votes in favor, 0 opposed and 1 abstention. Ladybird Jack abstained.

FINANCE

A. Discussion and Possible Action on Budget/Expenditure Report through June 30, 2016

Bonnie Haven stated that all items are in the positive under budget balance. She did state that under fund 233, JOM, there are two negative amounts as of June 30th. One is the salary line item and the other is benefits. Once she does a journal entry, those will be in the positive. She further stated that next month she will have two reports, one to close out this last year and one for the new year.

Francis Ambrose motioned to approve the Budget/Expenditure Report through June 30, 2016 as given. Motion seconded by Iris Yessilth. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

F. Discussion and Possible Action to Adopt FY2016-2017 Budget

Bonnie Haven informed the board that the budget is the same as she presented during the public hearing. No changes have been made from the proposed budget, if by chance we get more money she will do a budget amendment in December.

Danny Sage motioned to adopt the FY2016-2017 Budget as presented. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

CONSENT AGENDA

A. Approval of Expense & Payroll Voucher

Danny Sage motioned to approve the Expense Voucher in the amount of \$185,717.43 and the Payroll Voucher in the amount of \$187,541.34. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

B. Approval of Student Activities Account – May 2016

Bonnie Haven stated that in the month of May we had more expenses than we had all year in student activities. She explained that the 8th graders utilized the money for their end of the year fieldtrip which could not be funded elsewhere.

Mr. Noggle informed the board that regulations came down on Title I. He further stated that when he came we were feeding everybody and paying out of Parent Involvement in Title I. Title I Parent Involvement only allows for refreshments for parent meetings, not meals.

Danny Sage motioned to approve the student activities account for May 2016. Motion seconded by Francis Ambrose. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions.

ADJOURNMENT

A. Next Regular School Board Meeting will be held on August 16, 2016, Jeddito School Board Room, 5:30 p.m.

Karen Charley motioned to adjourn the meeting. Motion seconded by Ladybird Jack. Motion carried with 5 votes in favor, 0 opposed and 0 abstentions. The meeting adjourned at 8:30 p.m.

Iris Yessilth, Board President

Danny Sage, Board Clerk