

WILLCOX UNIFIED SCHOOL DISTRICT NO. 13
480 NORTH BISBEE AVENUE
WILLCOX, AZ 85643

Pursuant to (A.R.S.) 38-431.02, notice is hereby given to members of the Willcox Unified School District Governing Board and to the general public that the Board will hold a meeting that is open to the public on December 2, 2014 at 6:00 P.M. at the **Willcox Middle School Cafeteria**. Pursuant to A.R.S. §38-431.03 (A)(3) the Board may choose to discuss or consult with the Board's attorney in person or via telephonic conference call for legal advice regarding any matter listed on the agenda.

MINUTES
PUBLIC HEARING
FOR DISCUSSION OF THE
FY2014-2015 REVISED M&O EXPENDITURE BUDGET
6:00p.m.

I. OPENING OF PUBLIC HEARING

A. Call to Order

The meeting was called to order by Mrs. Ellis at 6:00p.m.

B. Discussion of FY 2014-2015 Revised M&O Expenditure Budget

Mr. Davis explained that this revision is required by ADE because the budgeted expenditure in District Additional Assistance exceeds the allowable amount due to mandatory reductions by ADE. DAA was reduced \$361,336 for a total DAA of \$221,308. We also reduced our M&O budget by \$64,677 due to some recalculations in student count by ADE. Our total M&O budget for the year is \$6,660,556. Finally, the accurate amount for the Student Success Fund was recorded on the budget and is \$19,803. This is approximately 54% less than the amount projected at the beginning of the year based on ADE calculations.

C. Adjourn

With no further discussion on the budget Mrs. Ellis entertained a motion to adjourn the public hearing. Mr. Nolan MOTIONED. Mr. Schultz SECONDED. The meeting was adjourned at 6:04p.m.

MINUTES

December 2, 2014

Immediately following the Public Hearing

I. OPENING OF MEETING

A. Call to Order

The meeting was called to order by Mrs. Ellis at 6:05p.m.

B. Pledge of Allegiance

Mr. Owen led the Pledge of Allegiance.

C. Approval of Agenda

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Mrs. Ellis entertained a motion to approve the agenda. Mr. Nolan stated he wanted to remove Item V because it duplicated Item III. B. Mr. Nolan MOTIONED. Mr. Clement SECONDED. The MOTION CARRIED UNANIMOUSLY.

D. Comments of Visitors / Call to the Public

Margie Looney

Ally Ellis

Marsha Davidson

E. Student Presentation – Elementary School:

1. Student Council

Mr. Meyer, student council sponsor and six of the students representatives; Reggie Martinez, Kyrie Pollard, Brandon Moran, Emely Prado, Zenailey Median and Malia Rogers shared information on recent activities at the elementary school.

2. Art class

Mrs. Lamb had a few students show some of their art projects they have been working on.

3. PE –

Ms. Pat Lee and group of students performed a piece of a square dance they have been learning.

D. Staff / Student Recognition – Margie Looney, Gary Clement (ASBA Cert)

G. Presentation from Sodexo to the Food Bank

Sue Lynch from Sodexo presented a \$1,000 to Nell, from the Food Pantry in Willcox to help with the Elementary School Back Pack Program.

VI. CELEBRATION OF THE SERVICE OF RETIRING BOARD MEMBER LARRY SCHULTZ.

Mrs. Ellis presented Mr. Schultz with a certificate of appreciation for his four years as a board member.

ATTENDANCE

Board Members

Debbie Ellis, Board President; Bill Nolan, Vice-President; Gary Clement, Board Clerk; Larry Schultz, Board Member; Dwayne Owen, Board Member

Administration:

Kevin Davis, Business Manager; Valerie Simon, ES Principal; Mike Patterson, MS Principal; Jeff Thompson, HS Principal; Kris Duncan, Special Services; Tom Currin, Operations Super; Andy Carrasco, IT

Staff:

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Darren Reno, Margie Looney, Marsha Davidson, Carol Crockett, Jennifer Norris, Shannon Bales, Ally Ellis, Diane Shell, Shannon Wilson, Shelley Lamb, Alisa Nieto, Buffi Riggs, Pat Lee, Brendon Bryant, Tammy Hall, Raydia Martin, Howdy Sanborn, Sara Kunz, Kathy Carter, Annette Richards, Sunny DeBaun, Bernadette Martinez.

Visitors:

Sue Lynch, Ainslee Witting, Phil Hogue, Doris Jones. Many students and parents were also in attendance with a total of 169 present.

Arizona's Open Meeting Law provides that all persons desiring to attend a school District governing Board meeting shall be permitted to attend, listen and record the deliberations and proceedings. The law does not specifically provide the right to address the Governing Board. The Board President may exercise his/her prerogative to allow comments on any agenda item. All persons desiring to address the governing Board must first be recognized by the Board President. Before speaking, the individual must state his/her name. Duration of comments may be limited by the Board President. Specific problems or concerns regarding personnel must be addressed through the provisions of the Public Complaint Policy. At the end of the call to the public, members of the Governing Board may respond to criticism, ask staff to review a matter, or ask that a matter brought up during the call to the public be put on a future agenda. ***The Open Meeting Law does not permit the Board members to take legal action to items not on the agenda.***

II. CONSENT AGENDA

- A. Approval of Minutes – The Board may consider approval of the minutes of the Regular Board meetings dated November 4, 2014 and Special Board Meeting dated November 12, 2014.
- B. Ratification of vouchers – The Board may consider the ratification of the following vouchers as noted in the Board backup:
 - a. Expense - #1509 for \$80,018.60; #1510 for \$48,383.55; #1511 for \$345,581.57
 - b. Payroll – #11 for \$266,740.99; #12 for \$361,977.48
- C. Approval of Activity and Auxiliary Accounts – The Board may consider approval of the Activity and Auxiliary accounts for October as noted in the Board back up.
- D. Donations – The Board may consider approval of the donations to the District as noted in the Board back up.
- E. Approval of payments to Willcox Rock & Sand, Inc. in the total amount of \$173.26
- F. Personnel –
 - 1. Hiring – The Board may consider approval of the following hiring, contingent upon approval of fingerprint background check/clearance card when required for FY 2014-2015 as noted in the Board backup:
 - 1. Certified:
 - a. Doug Miller – HS Co-Asst. Wrestling Coach
 - b. Patrick Macumber – HS Co-Asst. Wrestling Coach
 - c. Benito Parra – After school ELL Teacher
 - 2. Classified:
 - a. Robert Perkins – Bus Mechanic
 - b. Edward Estavillo – Asst. HS Boys Basketball Coach
 - 3. Authorization to amend work agreement
 - a. Patricia Gallagher

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4. Resignations:

- a. Gerri Roberts – ES Special Education Aide

G. Volunteer List –The Board may consider approval of the updated volunteer list as noted in the Board backup.

H. WUSD Gifted Program – The Board may consider approval of the District wide gifted program.

Mr. Nolan motioned to remove Item II. F. 3. a. Mr. Schultz stated if Item II. F. 3. a is going to be removed from the consent agenda then a decision needed to be made tonight because Mr. Schultz stated this same issue was just approved last month with another employee. Mrs. Ellis asked if Mr. Schultz wanted it moved to New Business, Mr. Schultz stated again that the board needed to discuss this tonight. Mrs. Ellis stated the MOTION was to approve the consent agenda with the conflict of interest noted and remove Item II.F.3.a to New Business. Mr. Nolan stated since it is dealing with an employee should it be the first item and in executive session since the board will be discussing employee compensation. Mrs. Ellis stated it would have to be tabled. Mrs. Ellis also asked if the board was discussing an employee or a position. Mr. Nolan stated the employee could choose for it to be in executive session or open session. Mrs. Ellis stated the board could not go into executive session without it being posted on the agenda. Mr. Schultz stated if Mrs. Gallagher is okay with it being in open session than the board needs to do that and not table it. Mr. Schultz sited the board just did the same thing for another employee last month and at the time the comment was statement that if the same could not be done for every employee than it should not be done at all. Mr. Schultz stated the board should not change in mid-stream, which is what the public is mad about now, the board does one thing one way and something different next time. Mr. Schultz stated the board needs to make a decision tonight. Mrs. Ellis stated she would put it to Mrs. Gallagher. Mrs. Ellis asked if she wanted this issue discussed tonight in open session or execute session, Mrs. Gallagher stated open session was fine.

Mrs. Ellis stated the MOTION was to approve the consent agenda with the conflict of interest noted and remove Item II.F.3. a to New Business.

Mrs. Ellis stated she had a MOTION that takes all of this into consideration. Mr. Schultz MOTIONED. Mr. Nolan SECONDED. THE MOTION CARRIED WITH 3 YEA'S (Ellis, Schultz and Clement) AND TWO ABSTAINING (Owen, Nolan)

Mr. Nolan abstained from voting due to conflict of interest on item II. D.

Mr. Owen abstained from voting due to conflict of interest on item II. E; Item II. F-3 a.

III. BOARD AND ADMINISTRATIVE REPORTS

A. Student Presentations –

1. FFA

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Trisha Adams, secretary, spoke regarding the high school FFA program. Mid-winter completion will be held this month along with the FFA adopt a family. Gifts will be dropped off to the families before leaving for the annual skate trip in Tucson.

2. High School Student Council

Cody Smith represented the student council. The main focus this year for student council is to get the under classmen to attend the student council meetings, that way if they serve in student council they will know what to expect and how to act in a meeting.

3. Middle School Student Council

Gabe Fuentes, President; Brady Welch, Vice-President; Tanner DeBaun, Parliamentarian; Lizzie Allred, Secretary. Student council has a fund raiser planned for December which is The World's Finest Chocolate and possibly auction off candles. An 8th grade trip is being planned nothing is firm yet. The student council is talking about another 7th-8th grade dance in February and possible talent show later in the year. Students of the month are William Hogan, 5th grade; Felicity Cleary, 6th grade; Jennyfer Samaniego, 7th grade and Lizzie Allred, 8th grade. Esther Kessler is teacher of the month.

- B. Upcoming Meetings – The Board may set additional meeting dates as needed and discuss agenda items to be included in future agendas: The next regularly scheduled Board meeting is Tuesday, January 6, 2015 at the District Education Center.

A special board meeting to approve the budget and a work session with the principals for scheduled for Thursday, December 4, 2014 5:00p.m.

IV. NEW BUSINESS

Authorization to amend work agreement

a. Patricia Gallagher

Mrs. Gallagher gave Mrs. Ellis her computer to read the memo from Dr. Rundhaug pertaining to the position of secretary to the superintend pay schedule. Mrs. Ellis stated that Dr. Rundhaug had given a recommendation that she had not received until after he had resigned to raise the position of secretary to the governing board and superintendent from \$13.00 an hour to \$15.00 an hour retroactive to the beginning of the fiscal year.

Mr. Schultz MOTIONED to give the position the raise. Mr. Clement SECONDED.

Discussion:

Mr. Nolan questioned Mr. Davis on how this raise compares to the other positions in the administration office. Mr. Davis stated he did not know the exact amount that each person in the district office makes but this would be higher than most. Mr. Davis also stated that on a side note he had started looking at all of the positions throughout the district, classified in particular. He also stated the district did do changes to the teachers' salaries last year, so he has started doing this with all classified staff this year,

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comparing our district salaries to other districts in our area. Mr. Davis stated he is working on this but his concern is that it is going to be difficult to pick and choose which ones are picked first; it will also be difficult to pay for all those changes at one time. If this was a process that was taken over a two year period or something along those lines then the district could support the raises that were given last year as well as correct the positions that are furthest out of line.

Mr. Schultz stated he thinks what is being spoke about tonight is Mrs. Gallagher not the future, the board's decision is whether she is worth the raise or not. Mr. Schultz stated his opinion is that Mrs. Gallagher goes way beyond what the normal secretary duties are and he feels Mrs. Gallagher deserves the raise. Mrs. Ellis stated she believes Mrs. Gallagher deserves the raise too but she believes all the teachers deserve a raise too. Mr. Schultz stated the board was not thinking of the teachers last month when they approved the very same raise for another employee who is not a teacher. Mrs. Ellis stated she would like to see a process that at least takes in a consideration of everyone. Mrs. Ellis questioned if there were any other discussion. Mr. Schultz stated that the board should not have set a president with the raise the other employee got in the October board meeting with the same situation. Mr. Schultz stated the board needed to remember that what was good for one was good for all because that is what was said in the October board meeting and now the board is backing off what was said. Mr. Schultz stated this is not making the board look any better in the public's eyes. Mr. Schultz stated he agrees that the teachers need raises, he is not disputing that but what is on the table tonight is the raise for Mrs. Gallagher and whether she deserves it or not. Mr. Schultz stated in October there was another request just like this and the board granted that raise minus the retroactive, the board set a president. Mrs. Ellis questioned Mr. Schultz if he remembered the amount of the other raise. Mr. Schultz stated it went from \$12.51 to \$14.50. Mrs. Ellis asked if there were any other discussion. Mrs. Ellis stated there is a MOTION on the floor to give a raise to the position of secretary to the superintendent. Mrs. Ellis asked all in favor. Mr. Owen abstained.

Yea's: 2 (Schultz, Clement)

Nay's: 2 (Ellis, Nolan)

The MOTION died for lack of a majority.

- A. Discussion and action to appoint an interim superintendent or interim chief executive officer. The Board may consider individuals presently employed by the District or others to serve as an interim superintendent or interim chief executive officer until a new superintendent is selected.

Mr. Nolan MOTION to appoint Jeff Thompson to fill in as needed in the vacant superintendent position until other arrangements can be made. This will require Kevin Davis and Tammy Hall to step up as well. \$275 has per school day will be allocated to compensate them for the additional work with the split of this money between the three parties by the governing board president Mrs. Ellis. (Mr. Nolan stated in a discussion with Mr. Davis the district has a contingency fund that is used for this kind of thing, Mr. Davis felt that \$25,000 out of this fund would be something the district could handle. The \$275

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amount it the amount if you divide \$25,000 by the remaining school days). Mr. Owen
SECONDED.

Discussion:

Mr. Schultz stated he would like to hear from Hector Figueroa because this is part of what he was going to speak about earlier. Mrs. Ellis questioned Mr. Figueroa if there was a reason he did not make a comment during Call to the Public. Mr. Figueroa stated he raised his hand because he did not know if he could speak on the this side of the meeting.

The board recognized Hector Figueroa. Mr. Figueroa stated he was making his services available to the district at no cost without a contract and to serve at the board's pleasure. Mr. Figueroa stated he would execute a resignation letter with a blank space to place a date in case the board didn't want him to stay. Mr. Figueroa stated he has been reviewing the district's agendas for the last year and in June of last year the district had over thirty resolutions/IGA's/MOU's, the budget, hiring. There is a lot of stuff that needs to be done between now and then. Mr. Figueroa stated he is not looking to be the permeant superintendent of Willcox Unified School District but the interim/CEO assisting the district during this time. Mr. Figueroa stated he has been a county manager in Santa Cruz County, an administrator in Pima County, a city attorney in South Tucson for twelve years and city attorney for Willcox for five years. He has also been a chief Magistrate for five years and over 25 years' experience as an attorney. Mr. Figueroa stated he is not proposing his services as an attorney but as an administrator. He stated he would sit down and negotiate with the board regarding compensation. Mrs. Ellis questioned Mr. Figueroa on his experience in leading an educational institution, in accreditation and curriculum, Mr. Figueroa stated he did not.

Mr. Nolan stated he wanted to contribute that he has known Mr. Figueroa a long time off and on and he has great respect for him. Mr. Nolan stated he had talked to Mr. Thompson regard this matter and is only interested in helping the district until the end of this semester severing as the interim superintendent, that gives the board time to think about what they're doing. He also stated maybe the board could get presentations from anyone who be interested in filling in until the end of the school year and also for the new board to be seated in January before the board makes a final decision on who will be the interim superintendent through the remainder of the school year or until the replacement can be hired. Mr. Nolan stated he is still suggesting of going ahead with Mr. Thompson until the board has time to look this situation over and with the idea that Mr. Thompson does not want the position permanently, remember the old adage of "act in hast, repent at leisure", Mr. Nolan stated he would like the board to avoid doing that.

Mrs. Ellis stated there is still three weeks left of school. Mr. Nolan stated then in January the new board can see presentations from anyone who is interested in being the more permanent fill in. Mrs. Ellis stated she did not want to get someone for December and turn around and get someone in January. Mrs. Ellis stated if we had someone right now

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who knows what is going on in the schools, with the accreditation coming up, the employee and teacher evaluations, she would like to see that person stay through January than look for a presentation.

Mr. Clement stated the district has a business manager who is handling all the finances and there are the three principals. Mr. Clement questioned why can't Mr. Davis step up and have him meet with the principals and if there is anything academic they can solve the problem and if it is a board problem Mr. Davis can bring to the board, this seems simple enough until the board can come up with a decision. This way the district is not spending any extra money because they are already being paid to do what they are doing. Mr. Clement also stated as far as evaluations the principals are capable of handling them.

Mrs. Ellis questioned Mr. Owen if he had any thoughts. Mr. Owen stated he did not know. He stated if the district could get through December with Mr. Thompson helping, then the board could talk to someone else about helping the district. Mr. Nolan stated he did not know if Mr. Thompson would cut the board off at the end of December or not. Mr. Clement stated Mr. Thompson has a lot of projects coming up. Mr. Schultz stated Mr. Thompson was busy already. Mr. Owen stated it sounds like the board needs to entertain Mr. Figueroa's proposal because if Mr. Thompson is only available to the end of the semester the board needs to get someone in the position of superintendent, so the board needs to set up a meeting. Mr. Figueroa spoke up and stated he would not charge the district for the month of December and then have your board meeting in January and make a decision. Mrs. Ellis stated she thinks the board is in really new waters and that the board is really lay people as far as running a K-12 school district. She feels the principals need to play a bigger role. Mr. Owen stated he feels if Mr. Figueroa steps in until the end of the year the principal will have to work with him because he just said he does not have any experience in the school system. Mr. Clement stated the district has a business manager that is what he is being paid for. Mr. Owen state Mr. Clement was right but there is a lot of stuff he can't do. Mr. Nolan stated the district is not paying Mr. Davis to be the superintendent. Mr. Owen stated Mr. Davis is new to this too and he is learning the business stuff. Mr. Clement stated there are a lot of people in the district the board can call. Mr. Owen stated that is what he is saying, if the district uses the principals. Mr. Clement stated isn't that what the board is saying. Mr. Owen stated if the district could use Mr. Figueroa for free for a month then get someone else in. Mr. Schultz stated he thinks the board will find that Mr. Figueroa is perfectly capable with working with everybody. Mr. Owen stated he was aware of that but that's not his point, he was under the impression that Mr. Thompson would be here until the end of the year. Mrs. Ellis questioned Mr. Thompson if the board was under the same impression of him staying through the end of the year. Mrs. Ellis questioned Mr. Thompson if the board were to ask you to be the interim leader, how long would he give the board. Mr. Thompson stated that he honestly wants to help the district as much as he can and he is flattered at the opportunity of even being asked with being the new kid on the block but the high school has a lot of goals that coming into this job he wants to keep going at the

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high school. Mr. Thompson stated he would like to work comfortably as a team of administrators. He also stated he is not asking for money as the district is strapped and he would like to help the tax payers and help our kids in the district. Mr. Thompson stated he would like to hear more from Mr. Figueroa. Mr. Owen questioned the principals if they would be open to meet with Mr. Figueroa if he comes in, to help him understand policy at each one of the schools that he is not familiar with. Mr. Thompson stated we all need to be team players. Mr. Owen questioned the principals if this was an issue or no. Mrs. Ellis stated does the district need this or does this need to stay in the district with people who know the district, i.e. the principals and business manager working together. Mrs. Simon stated that there are certain things that the principals cannot handle because once it goes through them as principals it has to go to the higher level due to policy. Mr. Clement stated that it goes to recommendations and then to the board. Mrs. Simon stated the next step above a principal is the superintendent. Mr. Nolan stated not right now.

Mr. Schultz stated he was the one who originally suggested Mr. Thompson but that was before Mr. Figueroa stepped up. Mr. Schultz stated he thinks what the board needs to do now is work together to get through this, there is a man will to come in and help until the end the year. He also stated he thinks the principals know him (Mr. Figueroa) and he (Mr. Schultz) stated Mr. Figueroa is easy to get along with and will pick this up fast, he has a business degree and with his attorney advice and the principals to help, why would the board not want to use this team. Mrs. Ellis stated the district already has legal advice she stated she is more concerned with educational issues. Mrs. Ellis stated the district has the three principals and Mr. Davis, even though he is experienced in the business side and not the academic side, the principals can advise him and he can come to the board, that seems to work for her. Mr. Schultz questioned Mrs. Ellis on the legal advice, how much does that cost the district when she is brought in. Mrs. Ellis stated Ms. Pardee is with the Trust and it is prepaid through the Trust, it is an agreement, a flat fee. Mrs. Ellis stated Ms. Pardee is an educational attorney and that is the specialty the district needs.

Mrs. Ellis stated there is a motion on the floor. Mr. Nolan repeated the motion: Mr. Nolan MOTION to appoint Jeff Thompson to fill in as needed in the vacant superintendent position until other arrangements can be made. This will require Kevin Davis and Tammy Hall to step up as well. \$275 has per school day will be allocated to compensate them for the additional work with the split of this money between the three parties by the governing board president Mrs. Ellis. Mr. Owen SECONDED. The motion died for lack of a vote.

Mrs. Ellis entertained a new motion.

Mr. Schultz MOTIONED to use Mr. Figueroa in conjunction with the others until the first of the year to fill in as the superintendent, Mrs. Ellis stated to fill in as a leader not say as a superintendent. Mr. Owen SECONDED. Mrs. Ellis stated do you want me to paraphrase or do you Mr. Schultz want to repeat it. Mrs. Schultz stated for Mrs. Ellis to go ahead. Mrs. Ellis stated to ask Mr. Figueroa, for no charge, to step in as an interim leader with

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help from Mr. Davis and the three principals, she asked Mr. Schultz if that was close enough, Mr. Schultz stated that it sounds good.

Discussion:

Mr. Nolan questioned Mr. Figueroa if he would extend his offer until the January 6, 2015 meeting and to verify that Mr. Figueroa would provide the board with a signed letter of resignation that the board could use at any time. Mr. Figueroa stated he would do that tomorrow.

Mrs. Ellis state she wanted to be clear on this that Mr. Figueroa is offering his services at no charge until January 6, 2015 and that Mr. Figueroa would do a presentation in January.

Mr. Nolan also stated the he would suggest to prior to making his presentation the board needs to enter into negotiations because the board cannot make a decision without numbers. Mrs. Ellis stated she still likes the idea of keeping it in house, facility and staff trust there principals, is there any other discussion.

Mr. Nolan stated he had not heard from Mr. Davis if he would want to do this. Mr. Davis questioned do what. Mr. Nolan stated be acting superintendent at the present time. Mr. Davis stated he didn't know that was a discussion item. Mr. Davis stated he is nowhere near qualified to do any of the superintendent's jobs, especially on the academic side. Mr. Davis stated he is new to the district and could handle the business side of things as well as policy issues. The district also has an attorney and the excellent principals who know what they are doing. Mr. Davis stated it is up to the board, he thinks all of the administration would step in and help as necessary, however with the experiences of last week without a leader, there needs to be someone to be a decision maker. Whoever the board chooses needs to be charged with that ability to make decisions. Mr. Nolan questioned Mr. Davis is he would be that person if that was the way the board went. Mr. Davis stated he supposed he could but that would not be his choice.

Mr. Owen stated he thinks what he is hearing is the principals are already busy with plans for the year and would do this out of obligation; they don't really want to do this. This is only for the next month, if the board does not like Mr. Figueroa they don't have to keep him, but the district will be in the same position next month if the board votes to use Mr. Thompson or Mr. Figueroa. Mrs. Ellis stated if we could just have time. Mr. Owen interrupted and stated this would give the board time because the board is not obligating Mr. Figueroa, the board is not promising anything other than thirty days. Mr. Owen stated this would give the district a leader and the board time to find someone whether it is Mr. Figueroa or someone else.

Mrs. Ellis stated there is a motion on the floor.

THE MOTION CARRIED WITH 3 YEA'S AND 2 NAY'S.

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Yea's: Mr. Schultz, Mr. Owen and Mr. Nolan
Nay's: Mrs. Ellis and Mr. Clement

Mrs. Ellis questioned the board as to when Mr. Figueroa should start working. Mr. Owen stated tomorrow the district needs the help. Mr. Nolan stated Mr. Figueroa should start when he delivers the blank letter of resignation. Mrs. Ellis questioned Mr. Figueroa if he could meet her and Mr. Davis and any principals that would like to be in the meeting. Mr. Figueroa will meet with all three principals and Mrs. Ellis on Wednesday, December 3, 2014 at the district office conference room at 10:00a.m.

- B. Discussion and action to begin process to hire a new superintendent. The Board may choose to select a placement service or may consider asking Arizona School Boards Association (ASBA) or other placement services to make presentations to the Board regarding the process of recruiting a superintendent.

Mr. Nolan MOTIONED to appoint the board president and vice-president to explore options for finding and recruiting a person to fill the vacancy superintendent position and to also begin the recruiting process and to approve \$10,000 in expenses to facilitate the process with the understanding that the final decision will be made by the entire board. Mr. Nolan wanted to clarify by saying that he would expect that the options that are explored would include discussion with staff and various other things like that. He also stated that the \$10,000 is likely for flying people in for interviews and stuff like that, this was his whole explanation.
Mr. Owen SECONDED.

Discussion:

Mrs. Ellis stated that the ASBA does have a service to help school districts fill vacant positions and she is sure they can make a presentation to the board if that is what is wanted. Mr. Clement stated he would like to hear from ASBA. Mr. Nolan stated that is what he is suggesting because it is difficult to get all five board members together to act on anything; this way someone would be authorized to make arrangements for ASBA to make a presentation or any other situation. Mr. Nolan stated he is not suggesting that the president and vice president intact these options, just that they explore them and then bring them before the board. Mr. Owen stated he wanted to make sure the board has representation from the teachers and all the schools. Mr. Clement stated that basically Mr. Nolan just wants the two of them, the president and vice-president to explore the options. Mr. Nolan stated they want to design a plan. Mr. Clement stated designing a plan and exploring options are very different. Mr. Clement stated if a plan is designed all the board member should be in on it. Mr. Nolan stated there needs to options to make arrangements for presentations then the board can decide how they want to proceed, but right now there in not enough information to even know how to proceed. Mr. Clement stated he has no problem with the president and vice-president exploring the options but setting up interviews should be a whole board thing. Mrs. Ellis stated absolutely. Mr. Owen stated he didn't think this was the intent, the intent is to get the ball rolling, and that is what he is getting out of it. Mr. Schultz stated in order to stay

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away from a quorum two people had to be selected to explore the options; Mr. Schultz stated he agreed with Mr. Nolan on this.

Mrs. Ellis stated she has a motion and a second. Mrs. Ellis stated she thinks the motion should be amended to say the final decision and actual process that is gone through like who the board invites to be on a committee that should go through the whole board too.

Mr. Clement stated that his problem with the motion of appointing the president and vice-president to explore, find and recruit the person to fill the vacant superintendent position, the problem is in the recruiting, it sounds like it is just the president and vice-president, so if you strike the last part out then he has no problems with it. Mr. Schultz stated that it needs to be an amended motion. Mrs. Ellis questioned Mr. Schultz is the motion had to be voted down first. Mr. Schultz stated no.

Mr. Clement amended the MOTIONED to appoint the board president and vice-president to explore options for finding and recruiting a person to fill the vacant position of superintendent and arranging presentations.

Mr. Schultz SECONDED. The MOTION CARRIED UNANIMOUSLY.

Mr. Nolan stated the board just voted on the amendment, now the original motion needed to be voted on. Mrs. Ellis stated enlighten me. Mr. Nolan stated Mr. Clement made an amended motion and it passed; now we are back to the original motion as amended that needs to be voted on. Mrs. Ellis stated that the board was back to the original motion that needs to be voted on as amended. The MOTION CARRIED UNANIMOUSLY.

- C. Changing Moment of Silence to Invocation - The Board may discuss and take action to modify Policy BEDB to include 'Invocation' on the agenda of regular meetings and special meetings.

Mrs. Ellis stated this came about when the board attorney looked at the districts agenda and told the board the district does not actually have a policy for a moment of silence or for an invocation. Mr. Clement stated he was fine with a moment of silence. Mrs. Ellis stated she needed a motion before it could be discussed.

Mr. Owen MOTIONED to accept policy on either a moment of silence or invocation. Mr. Nolan SECONDED.

Discussion:

Mr. Nolan questioned who would decide. Mrs. Ellis stated the same thing. Mr. Schultz stated the board president. Mr. Owen stated if there is a prayer then it is covered and if there is a moment of silence it is covered too. Mr. Clement stated it needed to be decided which one.

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Mr. Owen AMEMDED his motion to change policy from moment of silence to an invocation. Mr. Schultz SECONED.

Mr. Clement stated he feels it should stay as a moment of silence. He stated a moment of silence covers everybody and if it is put as an invocation someone is going to feel forced to pray. Mr. Nolan stated that the educational attorney pointed out that the supreme court's decision that the district is relying on may not be 100% clear in this issue, it defiantly applied to city councils but isn't clear if it applied to school boards if students are present, which happens at just about every school board meeting. Mr. Owen stated there has been prayer at the school board meetings for years. Mr. Clement stated if the board is going to do this it should be consistent with the school board policy. Mrs. Ellis stated she thinks if there is any district that needs prayer, it is this district and she stated she did not say that in a joking manner she means it. Mrs. Ellis stated the students pray at graduation, some of the teams pray, she is told when her teachers have an exam the students pray. Mrs. Ellis stated she thinks it should be an invocation at regular board meetings.

All in favor, 4 yea's (Ellis, Nolan, Owen, Schultz) 1 nay (Clement)

Amended motion vote:

4 yea's (Ellis, Nolan, Owen, Schultz) 1 nay (Clement)

D. Resolution - Discussion and action by the Board to adopt a resolution to thank and to reassure faculty and staff regarding the resignation of Dr. Rundhaug.

Mr. Nolan stated he requested this resolution be placed on the agenda. Mr. Nolan MOTIONED to adopt the resolution as read by Mr. Nolan. Mr. Schultz SECONDED. The MOTION CARRIED UNANIMOUSLY.

Mrs. Ellis stated Mr. Thompson was going to handle the presentation because she has a conflict; she was a witness in the student's hearing. Mr. Nolan stated Mrs. Ellis should stay and conduct the meeting otherwise he would have too. Mr. Schultz stated he didn't think there would be a conflict.

The board went into executive session at 8:17p.m.

E. Student Disciplinary Hearing – The Board may enter into executive session pursuant to A.R.S. 15-843.A and to take action on the hearing officer's recommendations regarding student discipline matters.

The board came back into Open session at 8:25p.m.

VI. SETTING FUTURE AGENDA ITEMS; DATE OF NEXT MEETING

VII. ADJOURNMENT

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With no further discussion Mrs. Ellis entertained a motion to adjourn. Mr. Schultz MOTIONED. Mr. Owen SECONDED. The meeting was adjourned at 8:28p.m.

Verified by Board Approval:

Gary Clement, Clerk

January 6, 2015
Date

Respectfully Submitted:

Patricia Gallagher, Secretary

January 6, 2015

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