

**DOUGLAS UNIFIED SCHOOL DISTRICT #27
DOUGLAS, ARIZONA**

Board Room
Central Administration Building

5:00 PM
October 6, 2020

**Regular Board Meeting
Minutes of the Board**

I. PRELIMINARY MATTERS:

CALL TO ORDER: Mr. Ray Borane, President

PRESENT: Mr. Mario Ramos, Member (Telephonically; arrived at 5:07pm)
Mr. Mitch Lindemann, Member
Mr. Natalio Sabal, Member (Telephonically)
Dr. Edward Gomez, Member

Others Present: Ana C. Samaniego, Superintendent
Denise Cox, Assistant Superintendent
Cesar Soto, Chief Financial & Operations Officer
Gehrig Duarte, Ex-Officio Student Member
Alma Valenzuela, Superintendent's Secretary

Approval of Minutes:

Mr. Lindemann motioned to approve the following minutes. Dr. Gomez seconded the motion. Motion carried 4/0.

Name	Aye	Nay	Abstain
Mr. Mitch Lindemann	√		
Mr. Natalio Sabal	√		
Dr. Edward Gomez	√		
Mr. Ray Borane	√		

Absent: Mr. Mario Ramos

1. March 14, 2020 – Emergency
2. March 18, 2020 – Special
3. March 25, 2020 – Special

Summary of Current Events:

Mrs. Samaniego addressed the Board and informed them about the following:

- The DUSD #27 teachers that were selected as Teachers of the Year for the 2019-2020 School Year were recognized at the county level by Cochise County School Superintendent Jacqui Clay. They had a drive-by recognition event for the teachers.

¹A unanimous (5/0) vote will show the members voting in this manner throughout the minutes:

Name	Aye	Nay	Abstain
Mr. Mario Ramos	√		
Mr. Mitch Lindemann	√		
Mr. Natalio Sabal	√		
Dr. Edward Gomez	√		
Mr. Ray Borane	√		

- Thank you to APS for awarding \$500.00 mini grants to nine (9) teachers to be used in classrooms.

Governing Board Members:

None.

Reports:

Ex-Officio Student Member – Gehrig Duarte

Gehrig Duarte introduced himself and provided the DHS School Activity Report for the month of October. He commented that having some athletic activities will motivate students to try and enjoy this year.

Business Office Reports – Cesar Soto

Mr. Soto addressed the Board and stated that the Board was provided the September reports. We are slowly encumbering employees as the school year has started. By next month, we will have a better picture of what the whole year is going to be. We are hoping to have a special Board meeting on October 14, 2020, to approve the Annual Financial Report. Mr. Lindemann asked if the meeting could please be held at noon? Mr. Borane agreed to time. Mr. Soto commented that our enrollment numbers are still down, we have lost about 200 students.

Human Resources & Student Enrollment Report – Denise Cox

Mrs. Cox advised there are 3,893 students, including preschool, enrolled at this time. Although we have a hiring freeze, there are some essential positions that do need to be filled due to resignations.

Public Comments:

Due to COVID-19, public comments were submitted via email and were read by Mrs. Samaniego. The following public comments were received:

- Mrs. Ana Luisa A. Morales, representing her daughter (student) and son (teacher), regarding hybrid learning.
- Mr. David R. Thye, representing Arizona Cantilena Chorale, regarding Mr. Nate Darus and the importance of music in education.
- Mr. Nathaniel Darus, representing Douglas High School and Douglas Education Association, regarding the importance of supporting students in music in schools.
- Mr. Claudio Silvas, representing self, regarding reopening of schools.
- Ms. Brita Kimble, representing Douglas Education Association, regarding the Distance Learning Plan and hybrid model.

II. CONSENT AGENDA ITEMS:

Mr. Lindemann motioned to approve the consent agenda as presented. Mr. Sabal seconded the motion. Motion carried 5/0. ¹

1. Payroll and Expense Vouchers/Reports:
 - i. Expense Vouchers: 2108, 2109, 2110, 2111
 - ii. Student Activities & Auxiliary Reports
 - iii. Payroll Vouchers: 5, 6, 7, 7.1

III. ACTION ITEMS:

A. Discussion/action on the approval of certified hires.

Mr. Lindemann motioned to approve the certified hires as presented. Dr. Gomez seconded the motion. Motion carried 4/0/1.

Name	Aye	Nay	Abstain
Mr. Mario Ramos	√		
Mr. Mitch Lindemann	√		
Mr. Natalio Sabal			√
Dr. Edward Gomez	√		
Mr. Ray Borane	√		

- Bernadette Gonzalez 21st Century Sub Teacher (Stevenson) \$30.00/hr. 21st CCLC
- Jessica Galaz 21st Century Teacher (Stevenson) \$30.00/hr. 21st CCLC
- Jeffrey Limpag 21st Century Teacher (Stevenson) \$30.00/hr. 21st CCLC
- Yuliana Sabal Counselor (DHS) **Ratification* \$38,000.00 (MA) ~~M&O~~
School Safety Grant
- Alvina Hughes 21st Century Teacher (Stevenson) \$30.00/hr. 21st CCLC
- Maggie Salcido 21st Century Teacher (Stevenson) \$30.00/hr. 21st CCLC
- Miriam German 21st Century Teacher Site Coordinator (Stevenson) \$30.00/hr. 21st CCLC

B. Discussion/action on the approval of classified hires.

Mr. Lindemann motioned to approve the classified hires as presented. Dr. Gomez seconded the motion. Motion carried 4/1.

Name	Aye	Nay	Abstain
Mr. Mario Ramos	√		
Mr. Mitch Lindemann	√		
Mr. Natalio Sabal		√	
Dr. Edward Gomez	√		
Mr. Ray Borane	√		

- Jennifer Vaquera ESS Instructional Aide (PHMS) \$12.82 M&O
- Sienna Martinez ESS Instructional Aide (PHMS) \$12.82 M&O

21st Century After School Program:

- Deanna Moss Instructional Aide \$14.78 21st CCLC
- Catalina Decker Instructional Aide \$12.25 21st CCLC
- Emeri Melendez Instructional Aide \$12.50 21st CCLC
- Wendy Parra Instructional Aide \$12.82 21st CCLC
- Amy Rojas ~~Instructional Aide~~ Data Clerk \$12.50 21st CCLC
- Bianca Moreno ~~Instructional Aide~~ Health Aide \$14.50 21st CCLC

C. Discussion/action on the approval of certified retirement.

Mr. Lindemann motioned to approve the certified retirement as presented. Mr. Sabal seconded the motion. Motion carried 5/0.

- Dena Guzman 7th Grade Social Studies Teacher (RBMS) Effective 05/27/21

D. Discussion/action on the approval of classified resignations & retirements.

Mr. Lindemann motioned to approve the classified resignations & retirements as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

- Josie Rosadillo DHS Bookstore Manager Retirement effective 12/31/20
- Maria Cruz Instructional Aide (Faras) Resignation effective 09/18/20

E. Discussion/action on the approval of request to rescind certified retirement.

Mr. Lindemann motioned to approve the request to rescind certified retirement as presented. Mr. Sabal seconded the motion. Motion carried 5/0.

- Richard Ross CTE Fire & Science Teacher (DHS)

F. Discussion/action on the approval of the increase in hours.

Mr. Lindemann motioned to approve the increase of hours as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

- Melissa Rodriguez, ESS Instructional Aide (JC), from 5.5 hrs. to 6 hrs.
- Karen Lemus, ESS Instructional Aide (JC), from 5.5 hrs. to 6 hrs.
- Luis Aguilar, ESS Instructional Aide (JC), from 5.5 hrs. to 6 hrs.

G. Discussion/action on the approval of classified transfers.

Mr. Lindemann motioned to approve the classified transfers to include the increase in pay for the first individual as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

- Cesar Moreno* Custodian from JC-5.5 hrs. Part-time to Clawson-8 hrs. Full-time. (\$12.50-M&O)
- Juan Melendez* Custodian from Clawson-8 hrs. Full-time to JC-5.5 hrs. Part-time (\$12.50-M&O)
- Mathew Moody* Bus Driver from 8 hrs. Full-time to 5 hrs. Part-time. (\$14.07-M&O)

**Ratification*

H. Discussion/action on the approval of addendums.

Mr. Lindemann motioned to approve the addendums all-inclusive as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

• Diana Martinez	English Dept. Chair (DHS)	\$2,500.00	M&O
• Sophie Renoult	Foreign Language/Fine Art Dept. Chair (DHS)	\$2,000.00	M&O
• Bianca Hernandez	Math Dept. Chair (DHS)	\$2,500.00	M&O
• Tony Young	Social Studies Dept. Chair (DHS)	\$2,000.00	M&O
	Teaching During Planning (DHS)	\$8,898.87	M&O
• Lorena Tapia	P.E. Dept. Chair (DHS)	\$2,000.00	M&O
• Jose Hinojos	Science Dept. Chair (DHS)	\$2,000.00	M&O
• Maria Trinta	ESS Dept. Chair (DHS)	\$2,000.00	M&O
• Donna Savill	CTE Dept. Chair (DHS)	\$2,500.00	M&O
• Richard Acosta	Counselor Dept. Chair (DHS)	\$2,000.00	M&O
• Gilbert Aguilar	Teaching During Planning (DHS)	\$6,531.28	M&O
• Brittany Darus	Band Director (RBMS/PHMS)	\$1,500.00	M&O
• Nathaniel Darus	Band Director (DHS)	\$2,500.00	M&O
• John Soriano	Yearbook Sponsor (DHS)	\$1,000.00	M&O
• Scarlett Hughes	Student Council Sponsor (DHS)	\$1,000.00	M&O
• Perla Guerra	Freshman Class Sponsor (DHS)	\$500.00	M&O
• Grace Docto	Freshman Class Sponsor (DHS)	\$500.00	M&O
• Bobbi Olivas	Sophomore Class Sponsor (DHS)	\$1,000.00	M&O
• Ceferino Gilig	Junior Class Sponsor (DHS)	\$1,000.00	M&O

- Robert Hoffman Senior Class Sponsor (DHS) \$1,000.00 M&O

I. Discussion/action on the approval of athletic addendums.

Mr. Lindemann motioned to approve the athletic addendums as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

- Andrea Barallardos Spiritline Coach (Winter) \$3,500.00 M&O
- Ysabelle Nieblas Spiritline Assistant Coach (Winter) \$2,000.00 M&O
- Mitchell P. Nelson Trainer (Winter) \$4,250.00 M&O
- Trainer (Spring) \$4,250.00 M&O
- Summer Peak Performance \$1,250.00 M&O
- TBD Trainer Assistant \$2,000.00 M&O
- Levi S. Salazar Winter Weight Room \$2,500.00 M&O
- Clint E. Hill Girls Basketball Coach \$3,642.00 M&O
- Spring Weight Room \$2,500.00 M&O
- Alfonso Acosta Girls Basketball Assistant Coach \$2,000.00 M&O
- TBD Girls Basketball Assistant Coach \$2,000.00 M&O
- Abner Cortez Boys Basketball Coach \$3,500.00 M&O
- Summer Peak Performance \$500.00 M&O
- Estefan Mora Boys Basketball Assistant Coach \$2,000.00 M&O
- TBD Boys Basketball Assistant Coach \$2,000.00 M&O
- Mario A. Romero Girls Soccer Coach \$3,500.00 M&O
- Summer Peak Performance \$500.00 M&O
- Gilbert Aguilar Girls Soccer Assistant Coach \$2,000.00 M&O
- Softball Assistant Coach \$2,000.00 M&O
- Alfonso Romero Boys Soccer Coach \$3,500.00 M&O
- Victor M. Ramos Boys Soccer Assistant Coach \$2,969.00 M&O
- Boys Tennis Coach \$3,500.00 M&O
- Alfredo Romero Boys Soccer Assistant Coach \$2,000.00 M&O
- Richard M. Ross Wrestling Coach \$3,500.00 M&O
- Summer Peak Performance \$500.00 M&O
- Albert Ambriz Wrestling Assistant Coach \$2,000.00 M&O
- Gilbert S. Rojas Baseball Coach \$4,305.00 M&O
- Fabian Ochoa Baseball Assistant Coach \$2,000.00 M&O
- Levi S. Salazar Baseball Assistant Coach \$2,969.00 M&O
- Summer Peak Performance \$500.00 M&O
- Francisca Tapia Softball Coach \$3,500.00 M&O
- Carlos A. Chavez Softball Assistant Coach \$2,000.00 M&O
- Marissa Aguirre Girls Tennis Coach \$3,500.00 M&O
- Donna Savill Track Coach \$4,084.00 M&O
- Uriel Cortez Track Assistant Coach \$2,000.00 M&O
- Daniel E. Ellsworth Track Assistant Coach \$2,000.00 M&O
- Maria Parra Track Assistant Coach \$2,000.00 M&O
- Maria Sexton Track Assistant Coach \$2,000.00 M&O
- Hunter Long Summer Weight Room \$2,500.00 M&O
- Summer Peak Performance \$500.00 M&O
- Alonzo Tapia Summer Peak Performance \$500.00 M&O
- TBD Summer Peak Performance \$500.00 M&O
- TBD Summer Peak Performance \$500.00 M&O

J. Discussion/action on the approval of volunteer.

Mr. Lindemann motioned to approve the volunteer as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

- Elise Figueroa Volleyball (DHS)

K. Discussion/action on the approval of donations received for DUSD #27.

- Chromebook Cart and 20 Lenovo Chromebooks from Cochise Technology Educational District to DHS CTED (est. value \$8,000).
- 3,000 cloth face mask from Cochise County Health Department to DUSD #27 (est. value \$10,000).

Mr. Lindemann motioned to approve the donations received for DUSD #27 as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

L. Discussion/action on the approval of Fiscal Year (FY) 2021 Capital Plan submittal to the State of Arizona School Facilities Board.

Mr. Soto advised that this is an annual report that is submitted to the State of Arizona School Facilities Board regarding enrollment and square footage.

Mr. Lindemann motioned to approve the Fiscal Year 2021 Capital Plan as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

M. Discussion/action on the approval for Early Entrance to Kindergarten outside of compulsory attendance age requirements for Student A.

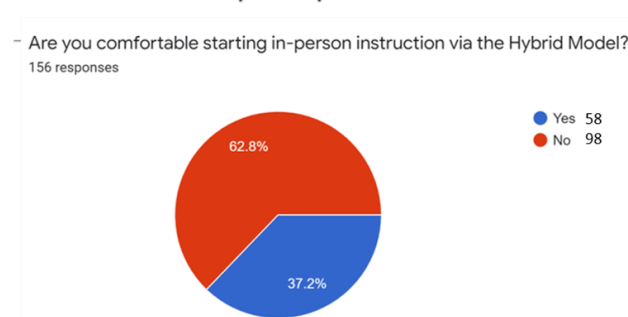
Mr. Lindemann motioned to approve the early entrance to Kindergarten outside of compulsory attendance age requirements for Student A as presented. Dr. Gomez seconded the motion. Motion carried 5/0.

N. Discussion/action on the Distance Learning Plan and Hybrid Model.

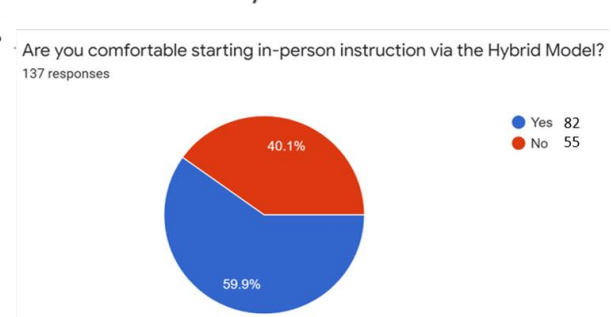
Mrs. Samaniego commented that a staff and parent survey were conducted to get input from both sides. She provided a presentation with the survey results and discussed the results at length.

Staff Survey

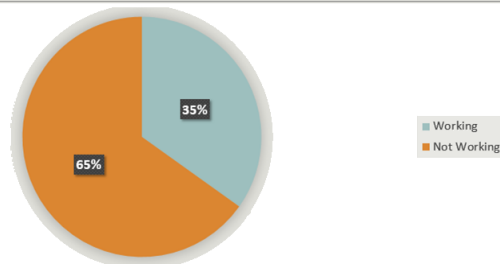
Teacher Survey Response:



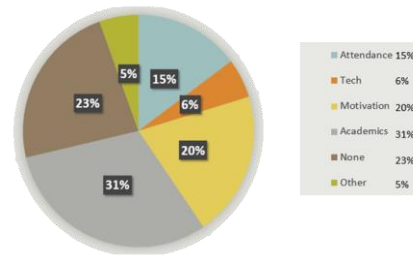
Classified Survey



Distance Learning Concerns



Distance Learning Main Concerns



The District has done a fantastic job in providing as many technology devices as we had and could afford, which was close to 2,000.

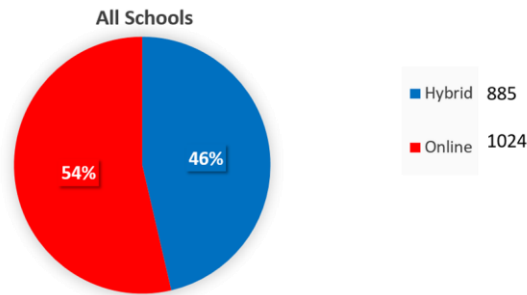
Mr. Lindemann commented that we should go to hybrid as students need to take ownership of their academics. If teachers feel that they're not ready, what can they do to get ready? Mrs. Samaniego commented that some teachers feel they should remain online for the remainder of the semester and go to hybrid when we resume in January. How will they be ready? The pandemic is not something you can be ready for and the virus is not going to away. However, school needs to happen whether it be now or January. We have been working towards hybrid since school began. Parents will have the right to continue their kids online. The curriculum will remain the same for both online and hybrid. Mrs. Samaniego's main concern is the welfare and academics of the children. All of the unknowns are a factor and concern but they are not going to go away by January. Our children deserve a good education and we need to do a better job. By not returning and by not ever going back to into some kind of in person, we are doing an injustice to our children. DUSD has set protocols in place at the schools that we can relatively take measures to keep our staff and children safe. If the decision is to remain online, then we will revamp our online to include more synchronous instruction to four (4) days a week. We will also look at having all teachers working onsite. Mr. Lindemann commented that online is working well for the kids that are actually doing it and the ones that are not, need to take ownership. Dr. Gomez commented that one of the worst things done was to allow the teachers to stay home, from the beginning they should have been teaching from their classroom. A lot of the teachers staying at home are comfortable and they say no about returning. Mr. Ramos commented that he agrees with Dr. Gomez and knows there is a risk but the students can't fall any farther behind in their education. This is an unusual situation and we will get through it but need to make a decision that will help our students in the long run. Mr. Borane asked Mrs. Samaniego what is her stance in regards to the staff wearing masks? Mrs. Samaniego replied that it is a District mandate that everyone wear a mask. If you are not able to social distance, then you must wear a mask. If a teacher is alone in their classroom, then they can remove their mask. Mr. Borane commented that they will have to start looking at reduction of staff if the District starts losing funding due to loss in enrollment. Possibly looking at a freeze in expenditures and hiring. The last thing we want to do is go into the red or the line of credit. We need to decide what is in the best interest of the students and we have to make sure that what we decide, that we are able to fund it.

Parent Survey

If we begin hybrid during Q2 which of following choices would you consider for your children?

- Hybrid Learning (2 days onsite and 3 days virtual learning).
- Online Only (continue virtual learning 5 days a week).

Summary



The District has done a fantastic job in providing as many technology devices as we had and could afford, which was close to 2,000.

Mrs. Samaniego commented that the survey was done per student by the parents.

Mrs. Samaniego commented that she had a meeting with a local doctor to hear the health perspective. In reviewing the data from AZ Department of Health Services and Cochise County Health Services, we are in the green area in all three components. In the matrixes, the cases are minimal and there are 0-2% hospitalizations in our community. In health perspective, all the districts with the exception of one (1) can deliver the hybrid model of teaching. In talking with the local doctor, he expressed concerns with what they've seen. They've seen an increase in anxiety, obesity, depression, and abuse in children. They feel it is time for students to return and it is safe to start hybrid. We need to learn to adapt to it, to live with it, and taking all the precautions we can. The most difficult part of all of this, is that you can't control and you can't guarantee. She is very supportive of the staff and has been very understanding of all of their concerns. We also have to understand that this is not going to go away and school has to resume. There are a lot of factors that come into play whether we stay online or go to hybrid. Mrs. Samaniego concurs with Dr. Gomez that if a decision is made that is in the best interest of students to continue online, is that all teachers report to work. In our safe learning spaces, our instructional support staff have been the ones monitoring, supervising, and helping the children. The hybrid model will allow for parents to have a choice to continue to have their child at home if they want to or send their child back to school. If we remain online, our online platform will be looked at and revamp it with the raised academics concern.

Mr. Duarte commented that based on the responses from the staff who are actually working with the students and seeing as they are comfortable with going back, I think that shows a lot. A lot of people are worried about it now but in practice it might not be as hard as they think. From a student standpoint, going back is necessary and lot of students are currently struggling. It is way different and it is hard to retain things that are being presented. There is also the social aspect that we are

all missing, although that is not the priority in compared to health and safety, it is also something to take into account. Social health is a big deal especially in adolescent years. He believes that going back is really important, as soon as possible. If the date of going back is changed, then he can see everyone’s motivation dropping drastically because not being in school weighs on you.

Mr. Lindemann commented that if there are parents that need to send their children to school, they need to know that they are able to as there are safe learning spaces.

Mr. Lindemann motioned to continue discussion at the October 14, 2021 Special Board Meeting. Dr. Gomez seconded the motion.

Mrs. Samaniego commented that she plans on having staff meetings at every school to address the lack of information they might have and make them feel more comfortable. So that if we move forward, we are better prepared. Will also have virtual town hall meetings with parents.

There being no further discussion, motion carried 5/0.

IV. DISCUSSION ITEMS:

A. Request for future agenda items

None.

V. ANNOUNCEMENTS:

- Columbus Day: No School & All Offices ClosedOctober 12, 2020
- End of 1st QuarterOctober 23, 2020
- Start of 2nd QuarterOctober 26, 2020
- Next Regular Board Meeting Wednesday, November 4, 2020 at 5:00 p.m.

Mrs. Samaniego advised that there will be no Fall Break this year and students need to attend school on Tuesday, October 13th.

VI. EXECUTIVE SESSION:

The Governing Board may vote into executive session, pursuant to A.R.S. § 38-431.03 (A) (1) for the following personnel matters:

- A. Consideration of a 2020-2021 certified teacher to be released from her contract.
- B. Consideration of a 2020-2021 certified teacher to be released from her contract.

No Board action is taken during executive session. Should either employee wish to have the executive session dealing with the matter pertaining to that employee held in open session, it shall be conducted in open session following the executive session at this point in the agenda.

Mr. Lindemann motioned to enter into executive session. Dr. Gomez seconded the motion. Motion carried 5/0. *Meeting moved into executive session at 7:13 p.m. Mr. Sabal left meeting at 7:32 p.m.*

Return to open session at 7:35 p.m.

VII. OPEN SESSION:

A. Discussion/action on the request of the release of the FY 2020-2021 contract submitted by Ms. Amy Griffor, certified teacher (RBMS).

Mr. Lindemann motioned to accept her resignation due to medical reasons with no liquidated damages and rehireable. Dr. Gomez seconded the motion. Motion carried 4/0. ²

² A unanimous (4/0) vote will show the members voting in this manner for the remainder of meeting:

Name	Aye	Nay	Abstain
Mr. Mario Ramos	√		
Mr. Mitch Lindemann	√		
Dr. Edward Gomez	√		
Mr. Ray Borane	√		

Absent: Mr. Natalio Sabal

B. Discussion/action on the request of the release of the FY 2020-2021 contract submitted by Mrs. Karla Campillo-Soto, School Improvement Specialist (CFPD).

Mr. Lindemann motioned to accept her resignation due to personal reasons with no liquidated damages and rehireable. Mr. Ramos seconded the motion. Motion carried 4/0.

VIII. ADJOURNMENT:

There being no further business, Mr. Lindemann motioned to adjourn the meeting. Dr. Gomez seconded the motion. Motion carried 4/0. The meeting was adjourned at 7:38 p.m.

Minutes prepared by Alma Valenzuela, Superintendent’s Secretary.

The Board at their meeting on July 6, 2021, approved these minutes.

Public Comments:

Effective immediately and until further notice, the DUSD Governing Board will be enforcing the Center for Disease Control’s health precautionary recommendation limiting all public gatherings to 10 people. All Governing Board meetings will be live-streamed and available to view via DUSD’s YouTube channel.

Details regarding presentations and discussions are available on the audio and video recordings posted on the Governing Board page on the DUSD website at www.dusd.us (For exact statements made during the board meeting, you may request a copy of the audio).