

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

Board Room
Central Administration Building

5:30 PM
April 2, 2019

**Regular Board Meeting
Minutes of the Board**

I. PRELIMINARY MATTERS:

CALL TO ORDER: Mr. Ray Borane, President

PRESENT: Mr. Mario Ramos, Member
Dr. Edward Gomez, Member (Telephonically)
Mr. Natalio Sabal, Member

ABSENT: Mr. Mitch Lindemann, Member

Others Present: Ana C. Samaniego, Superintendent
Fernando Nuñez, Assistant Superintendent
Cesar Soto, Chief Financial & Operations Officer
Alma Valenzuela, Superintendent's Secretary

Approval of Minutes:

Mr. Sabal motioned to approve the following minutes. Mr. Ramos seconded the motion. Motion carried 4/0. ¹

1. March 5, 2019 - Regular

Summary of Current Events:

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

- AzMERIT testing started at all school sites; DHS is testing on paper and all others by computer.
- Offer our condolences to our staff members who lost a family member and requested a moment of silence in their honor.
- Recognized Mrs. Katie Walker with a plaque as recognition for being selected as the Gila Region Athletic Director of the Year.

Presentations:

¹A unanimous (4/0) vote will show the members voting in this manner throughout the minutes:

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

Absent: Mr. Mitch Lindemann

Recommendation to Board				Rates Guaranteed to:
	Current	Renewal	% Change	
Dental - Humana - Active Employees, Board Members and Retirees				
Employee	\$ 19.93	\$ 19.93	0.0%	June 30, 2021 ⁽¹⁾
Employee + Spouse	\$ 53.26	\$ 53.26	0.0%	
Employee + Child(ren)	\$ 44.86	\$ 44.86	0.0%	
Employee + Family	\$ 75.69	\$ 75.69	0.0%	
Voluntary Vision - Ameritas				
Employee	\$ 7.79	\$ 7.79	0.0%	June 30, 2020
Employee + Spouse	\$ 12.53	\$ 12.53	0.0%	
Employee + Child(ren)	\$ 12.73	\$ 12.73	0.0%	
Employee + Family	\$ 20.52	\$ 20.52	0.0%	
Life & AD&D - Minnesota Life				
Life Rate per \$1,000	\$ 0.075	\$ 0.075	0%	June 30, 2020 ⁽²⁾
AD&D Rate per \$1,000	\$ 0.020	\$ 0.020	0%	
Total	\$ 0.095	\$ 0.095	0%	
Dependent Life per Unit	\$ 0.750	\$ 0.750	0%	
Voluntary Life - Minnesota Life				
	Age Rated	Age Rated	0%	June 30, 2020 ⁽²⁾
COBRA Administration - Discovery Benefits				
	\$0.65	\$ 0.65	0%	June 30, 2023 ⁽³⁾
Employee Assistance Program - Holman Group				
	\$1.39	\$ 1.39	0%	June 30, 2021 ⁽⁴⁾
Voluntary STD - AFLAC				
	Individually Rated			June 30, 2019
Supplemental - AFLAC				
Accident, Cancer	Individually Rated			June 30, 2019

⁽¹⁾ 2nd year of 2 year rate guarantee

⁽²⁾ 3rd Year of 3 year rate guarantee.

⁽³⁾ 2nd year of 5 year rate guarantee

⁽⁴⁾ 2nd year of a 3 year rate guarantee

2019-2020 RECOMMENDATIONS:**Medical Recommendation:**

- Recommending the District to renew with current carrier Blue Cross Blue Shield of Arizona (BCBSAZ) as the Medical Insurance Carrier at the 9.8% increase.
 - BCBSAZ is continuing with current benefits
 - Copay Gold (\$0 Deductible, 0% Coinsurance, Copay Plan)
 - Classic Gold (\$300 Deductible, 15% coinsurance, Copay Plan)
 - PPO CLASSIC (\$500 Deductible, 20% Coinsurance, Copay Plan)
 - Classic Silver - Retiree Benefit (\$500 Deductible, 20% Coinsurance, Copay Plan) for Early Retiree and Medicare Age Retiree Active Employees Only
 - Network remains the same
 - All Services outlined above still apply for the Wellness, COBRA Administration, EAP Administration,
- **EAP (Employee Assistance Program) recommendation:**
 - Based on the recommendation for Medical change in carriers (BCBSAZ) above, it is our recommendation for the District to renew with the Holman Group EAP with no premium increase.
- **COBRA Administration recommendation:**
 - Due to the recommended Medical carrier renewal, BCBSAZ, we are recommending the District to renew with Discovery with no premium increase.
- **Dental Recommendation:**
 - Dental benefits are currently provided through the Humana Dental PPO. This benefit is on its third year of a 4 year-rate guarantee. We recommend staying with the Humana Dental PPO with no premium increase.
- **Vision Recommendation:**
 - Vision benefits are provided through Ameritas and the VSP Network. This is a voluntary benefit plan paid by the employees. It is our recommendation to renew with Ameritas/VSP Vision with no premium increase.
- **Basic Life/AD&D Recommendation:**
 - Minnesota Life is the current insurance carrier for the employees and is guaranteed until June 30, 2020. Based on the renewal guarantee for premiums and benefits, we recommend renewing with Minnesota Life with no premium increase.
- **Voluntary Life/AD&D Recommendation:**
 - Minnesota Life and its package arrangement with BASIC Life and Voluntary Life have these benefits also guaranteed until June 30, 2020. Based on the renewal guarantee for premiums and benefits, we recommend renewing with Minnesota Life with no premium increase.
- **Voluntary Individual Insurance / Worksite Insurance Recommendation:**
 - Aflac is the District's current administrator for the Voluntary Individual Insurance. Employees voluntarily pay and enroll in the benefits of Voluntary Short Term Disability, Individual Accident and Cancer Care policies. These benefits are not changing and the rates are individually underwritten. We are recommending to renew with Aflac.

Mr. Randy Walker presented on the Watershed Project for Paul Huber Middle School (PHMS) that is being sponsored by Freeport-McMoRan and the Watershed Management Group (WMG). Mr. Henry Jones and Ms. Anne George, from Freeport-McMoRan, were also present and presented on the project. The WMG works with schools on watershed projects and they do the construction work with the heavy machinery. The project will cost approximately \$7,000.00; which \$5,000.00 is being donated by Freeport-McMoRan and PHMS will cover \$2,000.00. Something similar to the below picture will be done between the second and third wings.



There will be about 15 PHMS students and staff working on this for 4 hours, putting in all the plants and rocks. Ms. Anne George commented that through the project, they are creating basins where the water is collected and you plant the rain. These gardens become self-sustaining. So you infiltrate more of the water and replenish the aquifer.

Mr. Soto asked if WMG will be getting all the permits? Ms. George replied yes.

Mr. Walker commented that the science teachers will use it as an outside classroom. The students will take care of the project once it is completed.

Governing Board Members:

None.

Public Comments:

Mr. Vicente Abril from DEA introduced himself and questioned about salaries for employees.

Ex-Officio Board Member:

Moyra Fragoso provided the DHS School Activity Report for the month of April.

II. CONSENT AGENDA ITEMS:

Mr. Ramos motioned to approve the consent agenda as presented. Mr. Sabal seconded the motion. Motion carried 4/0.

- i. Expense Vouchers: 1931, 1932, 1933
- ii. Student Activities & Auxiliary Vouchers: 1013, 1014, 1015
- iii. Payroll Vouchers: 18, 19, 20

III. ACTION ITEMS:

A. Discussion/action on approval of certified hires.

Mr. Ramos motioned to approve the certified hires as presented. Mr. Sabal seconded the motion. Motion carried 4/0.

- | | | | |
|----------------------|---|-------------|--------------------------|
| • Genevive Magbago | 21 st Century Teacher (PHMS) | \$30.00/hr. | 21 st Century |
| • Mark Jayson Brosas | Homebound Teacher | \$35.00/hr. | M&O |
| • Tricia Clinch | Homebound Teacher | \$35.00/hr. | M&O |
| • Jessica Guerrero | Homebound Teacher | \$35.00/hr. | M&O |

(*All Current Employees)

B. Discussion/action on approval of classified hires.

Mr. Sabal motioned to approve the classified hires as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

- | | | | |
|---------------------------|--|---------|-----------------------|
| • Suzette Durazo | ESS Instructional Aide (Joe Carlson) | \$11.41 | M&O |
| • Priscilla Gracia | Food Service Worker | \$11.00 | 510-FS |
| • Celeste Valenzuela | 21 st Century Instructional Aide (PHMS) | \$11.25 | 21 st CCLC |
| • Carlos Trevino | Grounds worker | \$11.25 | M&O |
| • Alejandro Dorame | Warehouse Coordinator | \$12.10 | M&O |
| • Alma Madrid Morales | Food Service Worker | \$11.27 | 510-FS |
| • Anais Hernandez Torres | ESS Instructional Aide (5.5 Hrs.-Faras) | \$11.41 | M&O |
| • Dinah Hurtado | ESS Instructional Aide (5.5 Hrs.-Faras) | \$11.41 | M&O |
| • *Dora Coronado | ESS Instructional Aide (Faras) (6 hrs.) | \$11.41 | M&O |
| • *Antoinette De La Torre | Preschool Instructional Aide (Faras) (6 hrs.) | \$11.25 | M&O |
| • Jesus Hughes | “Substitute” School Security (Districtwide) | \$11.00 | M&O |

(*Current Employees)

C. Discussion/action on approval of certified resignations.

Mrs. Samaniego commented that Dr. Andrea Overman is going to be resigning at the end of this school year and thanked her for the many years of service. Mr. Borane commented that it is quite a career and performance. She is going to really be missed; we thank you.

Mr. Ramos motioned to approve the certified resignation as presented. Mr. Sabal seconded the motion. Motion carried 4/0.

- | | | |
|------------------------|----------------------------------|--------------------|
| • Leyla Secheslingloff | 21 st Century Teacher | effective 03/01/19 |
| • Aiiessa Estrada | School Nurse | effective 05/23/19 |
| • Alexandra Bustillos | Girls’ P.E. Teacher (DHS) | effective 05/23/19 |
| • Maria Opulencia | Biology Teacher (DHS) | effective 05/23/19 |

- Jared Biciolis Agriculture Teacher (DHS) effective 05/23/19
- Dr. Andrea Overman Principal (DHS) effective 06/30/19

D. Discussion/action on approval of classified resignations.

Mr. Sabal motioned to approve the classified resignations as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

- Bryant Gonzalez Food Service Workers effective 03/08/19 1 ½ yrs.
- Nereyda Acosta Instructional Aide (Clawson) effective 03/15/19 1 yr.
- Elide Duran Instructional Aide (Faras) effective 03/27/19 3 mos.
- Claudia Criado Instructional Aide (Stevenson) effective 05/22/19 1 ½ yrs.
- Priscilla Leon NSC Data Clerk effective 04/12/19 9 yrs.
- John Magbago Custodian (SM & Stevenson) effective 06/15/19 2 yrs.
- Eleni Uhrinek School Security (DHS) effective 04/10/19 2 ½ yrs.
- Candy Leon ESS Instructional Aide (DHS) effective 05/22/19 3 yrs.
- Cindy Ross ESS Instructional Aide (RBMS) effective 05/24/19 14 yrs.
- Daniel Rosales 21st Century Health Aide (Faras) effective 04/03/19

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

Mr. Ramos motioned to approve the request to rescind certified retirement as presented. Mr. Sabal seconded the motion. Motion carried 4/0.

- Diane Campas Teacher (Sarah Marley)

F. Discussion/action on approval of extra-duty pay for homebound services.

Mrs. Samaniego advised that these are current employees who have a one-on-one student assigned to them that need afterschool tutoring. They will only get paid when needed.

Mr. Sabal motioned to approve the extra-duty pay for homebound services as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

- Ignacio Valenzuela Additional ESS tutoring \$11.41 M&O (Ratification)
- Daniel Campas Additional ESS tutoring \$12.55 M&O

G. Discussion/action on approval of volunteers.

Mr. Sabal motioned to approve the volunteer as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

- Frances Kane HOSA Chaperone

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

Mr. Sabal motioned to approve the donations received for DUSD #27 as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

- *Donation of 10 Dell CPU's and 9 HP Printers from the U.S. District Court and Computers for Learning Program (est. value of \$1,800.00).*
- *Donation of \$500.00 from the 2019 Barbara Park Memorial Literacy Grant to PHMS Library, Ms. Gloria Hoffman.*

- *Donation of Watershed Project from Freeport-McMoRan and Watershed Management Group to PHMS (est. value of \$5,000.00).*
- *Donation of \$1,500.00 from Just Kids, Inc., Sheriff Mark Dannels to the Tim Brown Wrestling Invite.*

I. Discussion/action on approval of the Second Reading of Policy GDJ, *Support Staff Assignments and Transfers*, to add new wording.

Mr. Nuñez advised that for clarification the only update, a support staff member who is currently designated in the lowest performance area wouldn't be transferred to another site unless approved by the Governing Board and/or that there is a performance improvement plan setup in place.

Mr. Borane commented unless it is in the best interest of the District and deemed necessary to do regardless of the criteria in here, it is still a prerogative of the Superintendent to make the final call on that by District policy as well.

Mr. Ramos motioned to approve the Second Reading of Policy GDJ, *Support Staff Assignments and Transfers*, as presented. Mr. Sabal seconded the motion. Motion carried 4/0.

J. Discussion/information on new Policy Regulation BBBA-R, *Board Member Qualifications (Ex Officio Representative)*.

Mr. Borane commented that he felt this policy was necessary because there never was any real empowerment or enabling of that position by the Board. There was never any official action to do that and lack thereof means that there is nothing to govern how that person gets there officially, what their qualifications, and duties and responsibilities have to be. A policy was created and presented to Moyra for review.

Mr. Ramos commented that it is good that this is being done. It is important that our ex officio is involved and participates in giving their opinion, because we are here for them.

Mr. Borane commented that the position is a lot more important than just making a report on activities. It is supposed to be a learning experience, and the ability for that person to contribute to this Board regarding students.

Ms. Fragozo thanked the Board and administration for the opportunity to enable her to use her position for something helpful for the Board and the community. She feels that as the student body president, she should be representing the student body. She is glad that she and her successors will have the ability to really represent the student body in their interest.

Mrs. Samaniego commented that the first portion of the policy regulation states “The Board authorizes the position of ex officio student to the Board for the purpose of creating a learning experience for the student, as well as providing regular and direct communication between the Board and the student body”. This is what we hope all of our successors do.

No vote is needed as this is a Policy Regulation approved by Superintendent Ana C. Samaniego.

K. Discussion/action on approval of the Elementary Counselor Job Description.

Mr. Nuñez commented that primarily one of the things encountered as they've worked with the school sites and curriculum instruction team, as far as some of the needs in regards to school improvement and continuous improvement, is the need for fair and consistent social/emotional supports for our students. That would support school counseling, school counseling related services, social/emotional well-being of students, and supports that take place in the elementary level.

Mrs. Samaniego commented that currently we don't have anyone in the position of elementary counselor and haven't had that available for many years. We are looking at opening up a position, once the elementary counselor job description is approved, to assist with the five (5) elementary schools. Recognizing that one (1) elementary school counselor is not suffice for five (5) elementary schools with the many cases that we are seeing, but that is what we can afford right now. Once we finalize the budget for next, and have the ability to do so, we would love to open at least another position.

Mrs. Rosella Melgoza commented that they need an elementary counselor all the time to help students who have social/emotional needs; which in turn will help them academically.

Ms. Fragoso commented that she can attest to the fact that these problems move up with the kids. Some problems get worse and worse. If you were to combat these issues at elementary school, while they're young, those problems won't go to the high school.

Mrs. Rodna LaMadrid commented that having a counselor will be an added benefit for the elementary schools as it would be one more person that can assist.

Mrs. Claudia Leon commented on the need for a counselor to help students with social/emotional needs.

Mr. Ramos motioned to approve the Elementary Counselor Job Description as presented. Mr. Sabal seconded the motioned. Motion carried 4/0.

L. Discussion/action on approval of Board contributions for health benefits for School Year 2019-2020.

Mr. Soto advised that there are no changes in the plans, other than the cost. One of his priorities was to cover the 9.8% premium increase, making the monthly rate \$595.28, \$7,143.36 annually.

Mr. Borane commented that health benefits and salaries work together. Everyone needs to be fully aware in going with the program, we are looking at the best we can do for staff, salary, and health benefits.

Mrs. Samaniego commented that the District pays \$7,260 annually, for each employee. DUSD is one of the few districts in the State of Arizona that still does this for the employees.

Mr. Sabal motioned to approve the Board contributions for health benefits for School Year 2019-2020 as presented. Mr. Ramos seconded the motioned. Motion carried 4/0.

M. Discussion/action on approval of salary increase for all DUSD employees for School Year 2019-2020.

Mrs. Samaniego advised that a Work Study Session was held and they have been working on salaries based on a 4% increase. Our finalized numbers have not been received, but we have an estimate. We are recommending a 5% increase for certified staff. Below is what we are recommending:

- Classified Employees will get a \$1.00/hour across the board. This is to meet the \$12.00 minimum wage increase.
- Certified Employees will get a 5% increase to their existing salaries (Teachers, TOSA's, Counselors, etc.)
- Administrators will get a 2% salary increase (Directors, Principals, etc.)

Mr. Sabal asked Mr. Soto if the 2% salary increase can be a 3% salary increase? Mr. Soto replied that it could be done, it is approximately \$15,000 to \$20,000 more.

Mr. Soto advised that this year, the State gave the District 10% for teacher increases but didn't give additional to cover the benefits. After the survey, teachers were kind enough to take the 9% and leave the 1%. By law, we have to give the \$1.00 minimum wage increase and it is a huge impact to the budget that represents almost \$450,000 for just classified. The 5% increase is based on the 2017 base, not what we have now. We are doing the best we can, even though they deserve more.

Mr. Borane asked if the numbers were based on estimates? Mr. Soto replied yes, final numbers will not be received from the State until mid or end of April. The urgency at this time, is for teacher contracts. If there is a significant increase in numbers at that level, then we can make changes. Enrollment plays a big part too. We are looking at the possibility of buying portables for DHS, and they're expensive. We are thankful to the Schools Facilities Board that they are going to build a few more wings, but that is not going to happen until probably three (3) or four (4) years, so we need something now.

Mr. Borane asked Mr. Soto if he can go with 5% for teachers and 3% for the administrators, and if it will be well within the parameters based on estimates? Mr. Soto replied yes, it will be based on the conservative amount as advised by the Arizona School Board Association. If we get more money, than that is a plus and we can definitely come back to the Board and see what we can do.

Mr. Vicente Abril questioned about salaries and health benefits for employees.

Mrs. Samaniego stated that it is her first year and knowing that we are in the possibility of even giving raises, is a plus. Our job is to not ever go back to the situation where we were in the red,

and not being able to take care of our own staff, not being able to buy curriculum resources, and not being able to do the increases for health insurance. Her priority is yes, to do everything that we can but also not allowing us to ever go back to the situation we were in. Thank you to our tax payers that have been paying property taxes to allow us to get out of the red and our Board to take care of our dollars and watch our spending. Once we receive final numbers, our intention is to try to increase the base starting salary for teachers, to \$32,000.00, and propose this to the Board.

Dr. Gomez commented that if teachers get the additional 2%, to make it 7%, then the health benefits would have to be adjusted and it would be a wash.

Ms. Martha Alonso questioned about the salary schedule and longevity incentives. Mrs. Samaniego commented it is a good recommendation.

Mr. Ramos motioned to approve the salary increase for all DUSD employees for School Year 2019-2020 at 5%. Mr. Sabal seconded the motioned.

Mr. Sabal asked for a consideration of a 2% for administrators, principals and directors. Is that part of it? Mr. Borane replied it was discussed, and it will be 3%.

Mr. Ramos withdrew his motion and Mr. Sabal withdrew the second of the motion.

Mr. Ramos motioned to approve the salary increase of 5% for certified staff. Mr. Sabal seconded the motion. Motion carried 4/0.

Mr. Borane moved to Agenda Item III.N.

N. Discussion/action on approval of 2019-2020 employment contracts for principals and assistant principals.

Mr. Sabal motioned to approve salary increase of 3% to for principals and assistant principals to include directors. Mr. Ramos seconded the motion. Motion carried 4/0.

Mr. Borane moved to Agenda Item III.M.

Mr. Sabal motioned to approve the \$1.00/hr. for classified employees. Mr. Ramos seconded the motion. Motion carried 4/0.

Mr. Borane moved to Agenda Item III.N.

Mr. Ramos motioned to approve the 2019-2020 employment contracts for principals and assistant principals. Mr. Sabal seconded the motion. Motion carried 4/0.

IV. REPORTS/DISCUSSION ITEMS:

Business Office Reports

Mr. Soto addressed the Board and stated that the Board was provided the report for March. We have not used the line of credit, which is a good thing.

Mr. Borane asked when is the decision made to allow a person to take their personal car when there is a district car available? Mrs. Samaniego replied that on the travel form, they have the option to take their own vehicle with the understanding that there is no reimbursement for mileage.

Enrollment Report

Mr. Nuñez advised there are 4,205 students enrolled at this time.

Request for Future Agenda Items

None.

V. ANNOUNCEMENTS:

- Teacher of the Year Awards Banquet Friday, April 5, 2019 at Ft. Huachuca
- Spring Holiday, April 19, 2019 and April 22, 2019: No School & District Offices Closed
- DUSD 2019 Employee of the Year Awards Night...Thursday, April 25, 2019 at 6:00 p.m.
- Diamond Scholar Ceremony.....Monday, April 29, 2019 at 4:00 p.m.
- Next Regular Board Meeting May 7, 2019
- State of the District Address May 8, 2019 at Douglas Visitor Center

VI. EXECUTIVE SESSION:

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

- A. Consideration of a 2019-2020 employment contracts for classified administrative staff.
- B. Consideration of a 2019-2020 employment contracts for certified administrative staff.

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

Mr. Ramos motioned to enter into Executive Session. Mr. Sabal seconded the motion. Motion carried 4/0. *Meeting moved into Executive Session at 7:34 p.m.*

VII. OPEN SESSION:

Mr. Borane stated because of the concerns that were raised three (3) years ago about the way the benefits were allocated to the directors. That in the first place, the benefits that were given to directors at that time, never went to the Board, and that contravened not only the State Statute on benefits that needed to be voted on the Board and it also contravened the District policy. Those things were done administratively, without Board approval, for many years. Also, in that situation there was family benefits given to some individuals, that weren't taking the family coverage, but yet they kept the money. And so that was an expense to the District, that actually wasn't intended

to be that way. If you took the family coverage, then you got paid for it, if you didn't, you didn't get the money cash as a bonus. There was also another component, where there was \$1,500.00 under the miscellaneous on the spreadsheet, that was given to the employee to cover the taxes for having given those benefits. That also was not only not passed by the Board but it was very questionable by the auditors, as to whether that was a legitimate expenditure of the District. The Board addressed that two (2) years ago, and came back and decided that by attrition, that would not be given to directors anymore but that the present directors would continue with those benefits as long as the Board, through their obligation of voting on it, every year, continued to give it to them. Where we are at tonight, is we are going to discuss and vote on whether or not those benefits are going to be continued by the District. Continued means, the full health benefit with or without the dental, or the vision, and whether or not the Board wants to take another direction.

- A. *Discussion/action on the approval of 2019-2020 employment contracts for classified administrative staff.*
 - a. *Marco Durazo, IT Director*

- B. *Discussion/action on the approval of 2019-2020 employment contracts for certified administrative staff.*
 - a. *Denise Cox, CFPD Director*
 - b. *Lisa Holland, ESS Director*
 - c. *Albert Young, CTE Director*

Dr. Gomez motioned to accept the 2019-2020 employment contracts to include benefits for classified and administrative staff as listed. Mr. Ramos seconded the motion. Motion carried 3/1.

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

Absent: Mr. Mitch Lindemann

Mr. Sabal commented that he came to the meeting with the attitude of putting a stop to all the raises, all of it. You have no idea, on this sheet of paper, the exorbitant salaries we are giving up. I think there are changes coming down, that job descriptions are going to be looked at carefully, and the persons are not doing their job descriptions as they should, some action will be taken. It is exorbitant and I think it should be stopped. These raises are unbelievable. I didn't want to bring it out and stop the salaries, because that would include people that did not deserve this, that have done their job religiously and conscientiously and therefore, I'm letting it ride. I want the personnel to be pretty much aware of their job descriptions because I am going to ask the administration to look into the job descriptions of these personnel and if they really deserve this type of money. Thank you.

VIII. ADJOURNMENT:

There being no further business, Mr. Ramos motioned to adjourn the meeting. Mr. Sabal seconded the motion. Motion carried 4/0. Meeting was adjourned at 8:22 p.m.

Minutes prepared by Alma Valenzuela, Superintendent's Secretary.

The Board at their meeting on June 4, 2019, approved these minutes.

Details regarding presentations and discussion are available on the audio and video recordings posted on the Governing Board page on the DUSD website at douglasusd27.schoolsites.com (For exact statements made during the board meeting, you may request a copy of the audio).