

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

Board Room  
Central Administration Building

5:30 PM  
November 5, 2019

**Regular Board Meeting**  
**Minutes of the Board**

**I. PRELIMINARY MATTERS:**

CALL TO ORDER: Mr. Ray Borane, President

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

ABSENT: Ms. Jimena Lamadrid, Ex-Officio Student 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. Lindemann seconded the motion. Motion carried 5/0. <sup>1</sup>

1. July 2, 2019 – Regular
2. July 2, 2019 – Public Hearing

**Summary of Current Events:**

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

- Update on the clear backpack policy that was implemented at Douglas High School (DHS) on October 14, 2019. After students returned from Fall Break, the backpack policy went into effect. Overall, there was a smooth transition. On the first day back, there were about 120 regular backpacks that were brought to school by students. There was a system in place for backpacks, they were kept and students were able to collect them at the end of the day. Gradually, over the course of the week, less backpacks were brought to school.
- We have 100 clear tote bags that were donated by APS and delivered today. Thanks to Mr. Lindemann for pointing us in that direction.

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<sup>1</sup>A 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	√		

- We also had members of our leadership team that also bought backpacks and donated them to DHS. We informed parents that if they had a financial hardship due to the backpack change, that they could contact the Parent Liaison. We initially had a list of about 25 parents and made sure that those students received a backpack.
- Mr. Borane asked Mrs. Samaniego if she had met with the committee and administration regarding any forthcoming recommendations on any changes and improvements. Mrs. Samaniego replied that there have been several meetings with district leadership and high school. If you recall, the information shared at the Governing Board Meeting was that this was the initial step and we would be looking into other avenues in order to make schools a lot safer for our students. One thing would be a text message reporting for students who feel more comfortable reporting anonymously. We've looked into the metal wands that were discussed at the Board Meeting and that students and parents brought up, so Mr. Soto already looked at some. DHS has looked at the cost and expense for that and obviously with that comes training. So we have met and we will be having probably more things that are going to be put into effect in the near future. Dr. Gomez asked how is the situation with the duffel bags? Mrs. Samaniego replied that for the athlete duffel bags, they implemented a system too that if a student was traveling on that day or had an athletic event, they met with their coach by the gymnasium in the morning, and the coach takes the bags and locks them up. They get picked up when they go to their event, usually kids travel around noon. We've seen athletes with clear bags and put their gear in there. So that situation has not been an issue at all.
- Mr. Borane asked Mr. Randy Walker if anything is forthcoming back to the Board. Mr. Walker replied that the backpacks have been working out really well. Right now it is a little bit different with the athletes because we have athletes trying out and not necessarily on the team, so we are still collecting them in the mornings and they get them afterschool. We don't have anybody traveling right now but it was working. Mr. Walker is going to meet with Mr. Ortega regarding athletes. As far as backpacks, three (3) students are in need of a clear backpack at this point. It has gone very well. We will probably be coming back to the Board soon as we are working with the committee.
- Mr. Borane commented that there is a culture of students, the awareness, and the sensitivity now. DHS and schools in general are dealing with a very unique and very serious problem in our schools today. The information given to us gave us a different perspective with not only the weapons and the effect of weapons but it delves in a little bit further into the culture of what drives those kids, and what they're doing. Parents, you need to have a very high sensitivity to what is going on with your kids, especially with all the technology, the internet, and the phones. We were exposed because of this incident; we went in much deeper into what lead up to be the incident that we will be dealing with later with the students. But there was a lot of information that was pretty astonishing. If you're a parent, and you're sensitive to what your kids are doing, there is so many influences out there; their dealings with adults, their dealings with people across the border, and the dealings are not ones that you would want them to be involved in. The high school has a very had situation in dealing with all these different kinds of actions that these kids are involved in and activities.

- Arizona Department of Education has officially released Letter Grades. We have known for some time what the preliminary grades were but not allowed to discuss until it was official. We have great news to share. We are very proud that Stevenson Elementary School is an “A” school; we are very proud of their success. Hats off to the teachers and Ms. Herrera. She was the principal there before and her leadership is definitely a demonstration of what she did and the buy-in she had from teachers. Faras is a “B” school; went from a “C” to a “B”. We are very proud of our Faras Staff, Mr. Morales, the teachers, and the students. One of the biggest accomplishments for our District is Sarah Marley, who struggled a little bit last year, went from a fabulous “F” to a “C”. We are very proud of what Sarah Marley, Mrs. Melgoza, and the teachers have done this academic year. Joe Carlson is a “C” school. Clawson is a “C” school. Douglas High School remains a “B” school. High school grades are going to remain the same as last year but the points maybe a little bit different. Ray Borane Middle School had a minor dip to a “D” but we are going to work on that. Paul Huber Middle School remained a “C” school. Thank you to our principals, teachers, and parents. These letter grades couldn’t be possible without the support of parents. Congratulations to all those and we have great work to do because I would love to see under my leadership in the next few years, all “A” and “B” schools.
- Veterans’ Day assemblies are coming. RBMS is having theirs on Friday, November 8<sup>th</sup> at 8:15 a.m. and DHS assembly is on Thursday, November 7<sup>th</sup> at 10:00 a.m.

**SOM & SOAR:**

Mrs. Samaniego presented October Students of the Month & Students on A Roll with certificates.

**Governing Board Members:**

None.

**Reports:****1. Ex-Officio Student Member:**

No report as Ms. Lamadrid is absent.

**2. Business Office Reports & Update on SFB construction at Douglas High School – Cesar Soto**

Mr. Soto addressed the Board and stated that the Board was provided the October reports.

The School Facilities Board (SFB) awarded us with 87,502 square feet for the high school, for approximately 931 students projected for 8 years. As of right now, we have formed a committee that is going to be overseeing the whole project, making decisions on selecting an architect firm, and selecting a proposal from the architects about the design. The voting members of the committee consist of Mr. Walker, DHS Principal; Marco Durazo, IT Director; Norma Nerio, Purchasing; Bill William, SFB Liaison; and Mr. Soto. Also on the committee is Mrs. Samaniego; Mr. Bobby Long, Safety; and Mr. Fernando Quiñonez, Maintenance. They are part of the committee but don’t make decisions. The total money allocated for the project from SFB is \$16,509,002.00. We are in the process of having meetings every Friday with the consultant. The consultant that is helping us out with the rubrics so that we can send the request for qualifications

for the architect firm. It is going to be an open bid, estimating we are going to have at least 10-15 firms interested in this project. It is going to be up to the committee to make a decision and select how many firms we are going to be interviewing and we are thinking between 3-5 maximum. Dr. Gomez asked if this is different than the portables? Mr. Soto replied yes, the portables are different. The portables are something that we want for the immediate overflow of students. The construction is adding potentially another wing to the high school. The SFB proposed a new high school for Douglas, but we decided that there is no need, we have the space in the existing high school, why not just add more classrooms. We are in the process of selecting the architect firm first. Once we do that then we are going to sit down with them and let them know what we need and what we want. They might have suggestions. Keep in mind with the increase of students then the demand for a bigger cafeteria might be possible. The demand for more P.E. space, probably the gym, is going to come up also. After talking with the SFB, they are saying what we need to worry about now is to house those students first, for them to have classrooms, then the SFB is going to look at the need of the cafeteria. At this time, the architect firm is going to make that determination too. If the architect firm says we need to increase the cafeteria, then we are going to need some of this square footage to increase the cafeteria. At this point, we are in the starting stages, first things first we are going to select the architect firm. The main reason that an SFP staff is a member of the committee is so that they can give us information on some firms that they have experience with. There are projects going on in Phoenix, like in Chandler Unified School District they are building a lot of schools and high schools. In this area, the most recent one was additional classrooms in Benson. It is their expertise that they will help us with. Ultimately it is going to be up to the District to make determinations on the needs. Mr. Borane commented that when discussion of this began, the Board informally said that they absolutely know the need for the classrooms, the cafeteria, and the gym. The gym isn't just for P.E.; it is a community center. It is a showcase; it is the one place in the school district that the community congregates the most. It needs to be stressed to them the priorities of the classrooms, cafeteria, and the gym. Also, what is the status on the bonds on the other projects. Mr. Soto replied that we still have about 4-5 years to pay them off as they were 20 year bonds. Mr. Borane commented that the feelings of the Board are still the same. Continue to move with committee and always keeping in mind to go with what the most prominent needs are.

Mr. Soto commented that we have two (2) projects approved by the SFB. One is the replacement of the water heaters at Paul Huber Middle School. The other is the replacement of the swamp coolers at the Ray Borane Middle School (RBMS) gym.

Mrs. Samaniego asked Mr. Soto what the status is on the RBMS doors? Mr. Soto replied that they are waiting for one (1) more vendor quote to submit to the SFB.

### **3. Enrollment Report & School/Family/Community Leadership – Fernando Nuñez**

Mr. Nunez advised there are 4,142 students, including preschool, enrolled at this time.

As a leadership team, along with Superintendent Samaniego, one of the initiatives that we have in the District is how we can improve our school family and community leadership/partnerships. Last year, the Board approved a revised job description for the parent liaisons. In my current role observing Curriculum & Instruction, as a leadership team we talked about some of these opportunities for our schools and what that could look like. We have been doing some work with

our parent liaisons, our school principals, our school office staff as a whole. I currently have assigned one of our curriculum coaches to coach and support our parent liaisons. Today, we did have the opportunity to engage in a professional development on ways to partner up with our district parents, with approximately 70-80 staff members and a representative from John Hopkins University. As a former Governor stated “At the end of the day the most overwhelming key to a child success is the positive involvement of parents”. We are really excited about the work we are doing as a school district with the initiative of engaging our parents and community partners. Was very proud of seeing our principals and district leaders engaging on school teams, on creating an action plan on the work that we will do and embark upon the next few years.

**Public Comments:**

None.

**II. CONSENT AGENDA ITEMS:**

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

- i. Expense Vouchers: 2012, 2013
- ii. Student Activities & Auxiliary Reports
- iii. Payroll Vouchers: 8, 9

**III. ACTION ITEMS:**

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

Mrs. Samaniego commented that there is one correction to the list of hires, it is for the first bullet, it should be for Elementary Counselor.

Mr. Lindemann motioned to approve the certified hires as presented. Mr. Sabal seconded the motion.

Mr. Lindemann is there a plan to hire more Behavioral Counselors? Mr. Nuñez commented that the Elementary Counselor is a behavioral type counselor in the elementary schools. They support both academic and behaviors. Mrs. Samaniego replied that we did apply for the School Safety Grant and haven't heard from ADE. We applied for a counselor in every elementary school and an SRO for the middle schools.

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

• Armando Romero	<del>Behavioral Specialist</del> <b>Elementary Counselor</b>	\$36,500.00 (MA)	M&O
• Maria H. Grijalva	ELD Teacher (RBMS)	\$32,000.00 (BA)T1(50%)&SEI(50%)	
• Theryal Russell	Elementary Teacher (Clawson)	\$34,500.00 (BA)	M&O
• Glenn Pascua	Elementary Teacher (JC)	\$32,000.00 (BA)	Title 1
• Abinadab Vidal	Emergency Substitute Teacher	\$85.00/day	M&O
• Angel Elzy	Emergency Substitute Teacher	\$85.00/day	M&O

• Hector Ramirez	Emergency Substitute Teacher	\$95.00/day	M&O
• Shannon O’Hearn	Substitute Teacher	\$95.00/day	M&O
• Iset Rembis	Substitute Teacher	\$95.00/day	M&O
• Gemma German	After-school tutoring program	\$30.00/hr.	Title 1
• Sally Hamilton	After-school tutoring program	\$30.00/hr.	Title 1
• Angelica Rios	After-school tutoring program	\$30.00/hr.	Title 1

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

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

• Brittany Darus	ESS Instructional Aide (Faras)	\$12.41	M&O
• Jose Ochoa	Food Service Worker	\$12.00	510-FS
• Priscilla Gracia	Administrative Assistant (Food Service)	\$12.93	M&O

After School Program Hires:

• Luis Aguilar	Instructional Aide (JC)	\$12.41	Title 4
• Selena Garcia	Instructional Aide (JC)	\$12.41	Title 4
• *Dolores Newman	Health Aide (Clawson & Sarah Marley)	\$12.81	Title 4

*\*Ratification*

**C. Discussion/action on approval of classified resignations.**

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

• Luz Arvizu	Administrative Assistant (Food Service)	Effective 10/22/19
• Theryal Tracye Russell	Instructional Aide (Clawson)	Effective 10/22/19

**D. Discussion/action on approval of volunteers.**

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

• Maria Davila	Parent Volunteer (JC)
• Lorena Byrd	Cochise College Student Observer (Districtwide)
• Marian Olguin	Cochise College Student Observer/Tutor (Districtwide)
• Ginnet Quintero	Cochise College Student Observer/Tutor (Districtwide)
• Marlene Preciado	Cochise College Student Observer/Tutor (Districtwide)
• Carolina Molina	Cochise College Student Observer/Tutor (Districtwide)
• Gloria German	Folklorico Sponsor Volunteer (PHMS)

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

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

- *Donation of \$3,963.58 from First Book/dd's Discount Store to PHMS.*
- *Donation of \$309.00 for purchase of Golf Team Shirts from an Anonymous Donor to DHS Golf Team.*
- *Donation of \$100.00 from Randy to DHS Cross Country Team.*

**F. Discussion/action on approval of the renewal Agreement for Internship/Externship Educational Experience between DUSD #27 and the City of Douglas, Fire Department (Paramedics/Rescue) and the Police Department (Animal Control).**

Mrs. Samaniego advised that this is a three-year renewal and our Attorney has reviewed and signed the agreement.

Mr. Lindemann motioned to approve the three-year renewal agreement between DUSD #27 and the City of Douglas (Fire Department & Police Department) as presented. Mr. Sabal seconded the motion.

Mr. Lindemann asked what year are we in under this renewal? Mrs. Samaniego replied that we are in the first year. Mr. Lindemann asked if there is a report done at the end of each year? Mrs. Samaniego replied that she will have Mr. Albert Young provide a report. Mr. Albert Young commented that this is not the first year, we are trying to extend it for a three-year renewal so we don't have to have it renewed every year. Mr. Lindemann asked how is it going? Mr. Young replied that it is going great, students are learning a lot, and Mr. Ross has been able to piggyback on it with his fire science students and law enforcement students. Mrs. Donna Savill has most of her biomedical students. Mrs. Savill commented that this is the seventh-year of this program. Our biomedical program started in 2007 with Project Lead the Way. This is our fourth-year biomedical students who are doing job shadowing and ride-along. We are seeing graduates from U of A going into medical school and interested in coming back here and being doctors. This is the whole point of the program, grow our own and bring them back. Mr. Lindemann asked if there have been any conflicts with the program? Mrs. Savill replied just that she needs to be out in the field a little bit more, checking on the students, having the time to do that. We are problem solving that this year by getting more time to do that. When meeting with the professionals, we have better feedback, and paperwork. When the students go out, their mentors (professionals), have to sign paperwork that shows their hours and evaluation. We have instances where the students have to do reports and presentations. We have wonderful communication with the Fire Department, with the ride-alongs. It has been a fantastic program all around for our students and the community. Mr. Richard Ross commented that it is a great program and it is working. If you see our Douglas Fire Department (DFD), you will see a lot of our former kids. That has been our main objective, to get them certified and ready to go. Mr. Young commented that the students, along with the Rotary Club and DFD, installed over 283 smoke detectors in Douglas homes. Mr. Borane asked how is the program rated and evaluated? Mr. Young replied that at the State level it is rated by how our students do on the end of program assessment. Every year, the students take an end of program assessment; our AzMERIT test for CTE. We see how well our students do compared to their

counterparts throughout the State. Mr. Borane asked how well do they do? Mr. Young replied middle row through the top. Many of the times it is difficult to compete. Like fire science for instance, they have their own fire station on one of the campuses. We don't have that luxury, but we do have a good partnership with the City of Douglas and our kids can be exposed to those things. Our law enforcement last year, was number one in the state. So our programs do compare very well. Mr. Borane asked if an annual report is done for the Superintendent? Mr. Young replied he doesn't but he can. Mrs. Samaniego commented that she receives the data based on the AzMERIT test results and will do a separate section for CTE. Mr. Borane commented that it is an excellent program, it covers a lot of different areas. Mr. Young commented that they are looking at more opportunities to offer our students certifications out of high school. Last year in CNA, 19 students received their certification.

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

**G. Discussion/action on approval of the renewal Agreement for Internship/Externship Educational Experience between DUSD #27 and the Chiricahua Clinic.**

Dr. Gomez motioned to approve the three-year renewal agreement between DUSD #27 and the Chiricahua Clinic as presented. Mr. Sabal seconded the motion. Motion carried 5/0.

**H. Discussion/action on approval of Preschool Tuition reduction.**

Mrs. Samaniego advised that last year the Board approved an increase in preschool tuition due to the fact that we wanted to be more competitive. However, since then we have realized that many of our parents are not able to afford the fees. After talking with our leadership team, Mrs. Walker has proposed a reduction in the fees back to what they used to be. Proposal of \$60.00 per month for half day and \$120.00 per month for full day. We are hoping to get some of our students back. We lost the PDG grant which funded some of these classrooms. Mr. Borane asked if there is information that if the tuition is reduced would parents come back? Mrs. Walker replied that they didn't put that information out there because they didn't want to give the parents the impression that if they withdrew their children that in the future there maybe this reduction and it may not happen. Approximately 40 students have either enrolled and not shown or enrolled and later dropped due to specifically the fees being charged. Many have stated that they are leaving to Head Start because it is starting 3 free programs in January. Mrs. Walker advised that it is her recommendation that it be \$60.00 per month for half day and \$120.00 per month for full day effective December 2019. Mr. Borane asked what precipitated bringing it back? Mrs. Walker replied concerns that the enrollment numbers are decreasing and possibly unbalanced classrooms.

Mr. Lindemann motioned to approve the preschool tuition reduction as presented. Mr. Sabal seconded the motion.

Mr. Lindemann commented that it would be his ultimate goal to have free preschool services because public education is the best education.

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



**IV. DISCUSSION ITEMS:****A. Request for Future Agenda Items**

Mr. Borane asked what is the status on the Auditor's Report? Mr. Soto replied that most of the findings are being addressed.

**V. ANNOUNCEMENTS:**

- Veterans Day (No School & District Offices Closed) ..... Monday, November 11, 2019
- Thanksgiving Break (No School) ..... Wednesday, November 27-Friday, November 29
  - Thursday & Friday, November 28-29, 2019: All District Offices Closed
- Next Regular Board Meeting ..... Tuesday, December 3, 2019

**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 matter:**

- A. Consideration of a 2019-2020 certified teacher to be released from his contract.
- B. Consideration of a 2019-2020 certified teacher to be released from his contract.
- C. Consideration of a 2019-2020 certified teacher to be released from her contract.

Mr. Ramos motioned to enter into Executive Session. Mr. Lindemann seconded the motion. Motion carried 5/0. *Meeting moved into Executive Session at 6:27 p.m.*

**VII. OPEN SESSION:**

*Return to open session at 6:43 p.m.*

- A. *Discussion/action on the request of the release of the FY 2019-2020 contract submitted by Mr. Alex Mendez, certified teacher (RBMS).*

Dr. Gomez motioned to accept his resignation with liquidated damages of \$1,500.00 and non-rehireable. Mr. Sabal seconded the motion. Motion carried 5/0.

- B. *Discussion/action on the request of the release of the FY 2019-2020 contract submitted by Mr. Joel Dodd, certified teacher (DHS).*

Mr. Sabal motioned to accept his resignation with no liquidated damages and rehireable. Mr. Lindemann seconded the motion. Motion carried 5/0.

- C. *Discussion/action on the request of the release of the FY 2019-2020 contract submitted by Mrs. Michelle Vasquez Inzunza, certified teacher (Clawson).*

Dr. Gomez motioned to accept her resignation with no liquidated damages and rehireable. Mr. Ramos seconded the motion. Motion carried 5/0.

**VIII. EXECUTIVE SESSION**

The Governing Board may vote into executive session to consider the disciplinary recommendation, based upon the hearing officer's findings of fact and conclusions of law ("Findings"), concerning the discipline of Student A followed by a consideration of the hearing officer's recommendation based on the Findings and concerning the discipline of Student B. In each case, the Board may accept the recommendation of the hearing officer to expel or long term suspend the student, modify the recommendation of the hearing officer or reject the recommendation of the hearing officer. Pursuant to A.R.S. §15-843 (A), the Board can discuss and vote on the Findings and recommendations of the hearing officer in executive session.

- A. *Discussion and vote on the hearing officer's recommendation as to the appropriate discipline of Student A.*
- B. *Discussion and vote on the hearing officer's recommendation as to the appropriate discipline of Student B.*

Mr. Lindemann motioned to enter into Executive Session. Mr. Sabal seconded the motion. Motion carried 5/0. ***Meeting moved into Executive Session at 6:46 p.m.***

***Return to open session at 7:25 p.m.***

**IX. ADJOURNMENT:**

There being no further business, Mr. Lindemann motioned to adjourn the meeting. Dr. Gomez seconded the motion. Motion carried 5/0. The meeting was adjourned at 7:25 p.m.

Minutes prepared by Alma Valenzuela, Superintendent's Secretary.

The Board at their meeting on April 21, 2020, approved these minutes.

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