

DOUGLAS UNIFIED SCHOOL DISTRICT #27
DOUGLAS, ARIZONA

Board Room
Central Administration Building

9:30 AM
June 21, 2019

Special 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
Mr. Natalio Sabal, Member (Telephonically)

ABSENT: Mr. Mitch Lindemann, Member (Excused)

Others Present: Ana C. Samaniego, Superintendent
Fernando Nuñez, Assistant Superintendent
Cesar Soto, Chief Financial & Operations Officer
Gemma Quiñonez, HR Specialist

Summary of Current Events:

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

- Mr. Ramos and Mrs. Valenzuela attended the Arizona School Boards Association (ASBA) Summer Leadership Conference the beginning of June.
- Most of the Principals and Directors attended the ADE Leading Change Conference the beginning of June. We had a very good discussion about our goals and what our administration team would like to see in the next year.
- Summer school officially ended yesterday and our schools will begin getting maintenance work done.

Governing Board Members:

Mr. Ramos advised that he attended the ASBA Summer Leadership Conference in Flagstaff. He will be providing a more detailed report at the next Board meeting.

Public Comments:

None.

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

II. ACTION ITEMS:**A. Discussion/action on approval of certified hires.**

Mrs. Samaniego advised that there is only one change; on the first line, there should be no \$2,500.00 experience, just base salary.

Mr. Sabal motioned to approve the certified hires as presented. Mr. Ramos seconded the motion. Motion carried 4/0. ¹

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|-------------------|--------------------------------------|---|
| • Mark Lucero | CTE Business & Finance Teacher (DHS) | \$34,500.00 (BA) M&O
(\$32,000.00 base salary; \$2,500.00 exp.) |
| • Maria Ruiz | Middle School Teacher (RBMS) | \$34,500.00(BA) M&O
(\$32,000.00 base salary; \$2,500.00 exp.) |
| • Dean S. Ibañez | Science Teacher (HMS) | \$37,500.00(BA) M&O
(\$32,000.00 base salary; \$2,500.00 exp.; \$3,000.00 Science stipend) |
| • Dr. Rodney Egan | Elementary Principal (Stevenson) | \$65,750.00 M&O
(\$60,000.00 base salary; \$3,750.00 exp.; \$2,000.00 Ed/PhD) |
| • Sergio Rivera | Assistant Football Coach (DHS) | \$2,000.00 M&O |
| • Aaron Hill | Assistant Football Coach (DHS) | \$2,000.00 M&O |

B. Discussion/action on approval of classified hires.

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

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|-------------------|---------------------------------------|---------|--------------------|
| • Maria Noriega | ESS Instructional aide (Faras) | \$11.41 | M&O |
| • Wendy Parra | ESS Instructional aide (Faras) | \$11.41 | M&O* |
| • Nadine Daley | Secretary (Principal) (Huber) | \$12.15 | M&O |
| • Alma Ortiz | Instructional aide (Stevenson) | \$12.14 | M&O* |
| • Selena Garcia | ESS Instructional aide (Sarah Marley) | \$11.41 | M&O |
| • Adrian Gonzalez | ESS Instructional aide (Sarah Marley) | \$11.41 | M&O |
| • Paola Cornejo | Instructional aide (Sarah Marley) | \$11.25 | M&O |
| • Zulma Frisby | Instructional aide (Huber) | \$11.25 | M&O-Title 1 |
| • Zachary Acosta | Custodian (SM & RBMS) | \$11.25 | M&O (Ratification) |

*District Substitutes

C. Discussion/action on approval of certified resignation.

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

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| • John Batty | Boys' Basketball Coach (DHS) | Resignation effective immediately |
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D. Discussion/action on approval of classified transfers.

Dr. Gomez motioned to approve the classified transfers as presented. Mr. Ramos seconded the motion. Mr. Borane stated that it is the increase in pay that is being approved.

There being no further discussion, motion carried 4/0.

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| • Alexis Campas | Instructional aide (Huber) to Parent Liaison (Huber) | \$12.25 M&O/Title 1 |
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• Edith Castro	Instructional aide (SM) to Parent Liaison (SM)	\$12.25	M&O/Title 1
• Carlos Treviño	Grounds worker to Maintenance worker	\$12.16	M&O
• Andres Peralta	ESS Instructional aide from RBMS (6 hrs.) to DHS (7 hrs.)	\$12.41	M&O
• Jasmine Lopez	ESS Instructional aide from PHMS (5.5 hrs.) to DHS (7 hrs.)	\$12.41	M&O
• Adriana Rodriguez	ESS Instructional aide from PHMS (6 hrs.) to DHS (7 hrs.)	\$12.41	M&O
• Jovanka Friend	ESS Instructional aide from PHMS (6.5 hrs.) to DHS (7 hrs.)	\$12.41	M&O

E. Discussion/action on approval of volunteers.

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

• Clint Hill	Assistant Football Coach Volunteer (DHS)
• Robert Long	Assistant Football Coach Volunteer (DHS)

F. Discussion/action on approval of the School Year 2020 DUSD Salary Schedules.

Mr. Soto advised that they want to have the salary schedules approved every year. There were no changes in the Administrative Salary Placement Schedule. There was a slight increase in the Certified Salary Placement and some changes on the Extra Duty Salary Schedule. The Classified Hourly Salary Schedule changed due to the federal mandate increase of \$1.00. The \$1.00 increase is done in July instead of waiting until January.

Mr. Borane asked if there was any concern regarding the fulfillment of the 20% due to legislative action that was taken or is it moving as expected? Mr. Soto replied that it is moving as expected. We are in the second year and are expecting to get another 5% increase next year to make it a total of 20%. Last year, 9% was approved to the teachers because of the benefits. We are at 14% of the 15% expected and will work hard to be able to fulfill the full 20%.

Mrs. Samaniego commented that on the Certified Salary Schedule, the teacher base salary was increased to \$32,000.00; last year was \$31,000.00. Mr. Ramos commented that we are still under the Arizona average of \$33,000.00.

Mr. Ramos motioned to approve the School Year 2020 DUSD Salary Schedules as presented. Dr. Gomez seconded the motion. Motion carried 4/0.

G. Discussion/action on approval of the PROPOSED District Annual Expenditure Budget for the fiscal year 2019-2020.

Mr. Soto advised that this is the PROPOSED budget for the upcoming fiscal year. It includes all the salaries that were discussed (\$1.00 increase for classified, 5% for certified, and 3% for administrators).

Mr. Ramos asked if the district would be able to handle any unforeseen large expenses? Mr. Soto replied yes, there is always room for that.

Dr. Gomez asked if there is an idea on the tax rate based on this budget? Mr. Soto replied no, not at this point but will begin working on it. As a reminder, we are frozen and the primary rate can't

go up. We can go up a little on the secondary rate (bonds). The freeze will remain for many years until we meet the state 150% threshold.

Mrs. Samaniego commented that she would like to recognize and thank Mrs. Sonia Barcelo for her extensive work on the budget report.

Mr. Borane asked Mrs. Denise Cox how does the Title program funding look like? Mrs. Cox replied that the programs and funding look good. Last year, we were funded at 90% in the beginning and this year we were initially funded at 95% and hopefully, we should receive the full amount by July 1st.

Mr. Ramos motioned to approve the PROPOSED District Annual Expenditure Budget for fiscal year 2019-2020 as presented. Dr. Gomez seconded the motion. Motion carried 4/0.

H. Discussion/action on approval of the 301 Performance Pay Plan (PPP) for the 2019-2020 School Year.

Mrs. Samaniego advised that it is being presented based on policy and it contains the twelve (12) elements. The committee consisting of teachers and counselors with a certificate is part of the 301 committee and recommend the PPP.

Mr. Sabal motioned to approve the 301 Performance Pay Plan (PPP) for the 2019-2020 School Year as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

III. EXECUTIVE SESSIONS:

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

- A. Consideration of a 2019-2020 certified teacher to be released from her contract.
- B. Consideration of a 2019-2020 behavior specialist to be released from her contract.
- C. Discussion regarding the District's Director of Curriculum & Federal Programs.

Mr. Ramos motioned to enter into Executive Session for all three executive sessions. Dr. Gomez seconded the motion. Motion carried 4/0. *Meeting moved into Executive Session at 9:55 a.m.*

IV. ADDITIONAL DISCUSSION OR DISCUSSION/ACTION ITEMS OPEN SESSION:

Return to open session at 10:21 a.m.

- A. *Discussion/action on the request of the release of the FY 2019-2020 contract submitted by Ms. Cynthia Gage, certified teacher (DHS).*

Mr. Ramos motioned to accept her resignation. Dr. Gomez seconded the motion. Motion carried 4/0.

B. Discussion/action on the request of the release of the FY 2019-2020 contract submitted by Ms. M. Gabriela Conklin, behavior specialist (ESS).

Mr. Ramos motioned to accept her resignation. Dr. Gomez seconded the motion. Motion carried 4/0.

C. Discussion regarding the 21st Century Community Learning Centers Grant, as requested by the Governing Board.

Mrs. Samaniego advised that Mr. Ramos requested this topic for discussion. We are in the sixth year of our 21st Century program, which ended this year. We did intend and had applied for the grant so it hopefully could have been extended another six (6) years. The grant is a competitive grant and it is not a guaranteed grant. ADE will review the applications and make a decision as to who will be awarded the grant. Because of our rural location and our success with the program, it looked promising that we were going to get it. As I had informed you, we lost on the opportunity, the grant was denied/rejected because it was submitted late. The grant for the first year was going to involve five (5) elementary schools. One of the elementary schools, Faras, did not qualify because of the low enrollment in the 21st Century. The first year of the grant was about \$618,000 divided up between salaries, supplies, and resources for the schools that were going to be awarded. Now, year after year, that amount gets decreased a little bit. For the first three (3) years the amount remains the same, for the fourth year it decreases by 75% and the last year it decreases by 50%. That allows us to have an after-school program. Moving forward, it is definitely a huge impact and we recognize that. It impacts, first and foremost, an opportunity for kids to have an after-school enrichment program, and second for staff to have an extra income as they work in the after-school program. Also, our parents to have a place for their kids to stay after school, and some community members that are employed as part of the program. We recognize that and are not dismissing it. The total funding for the program would be \$2,626,520.00. It is a huge impact. I can guarantee you that we will be reapplying in a timely manner, in May of next year. Hopefully, we will get it awarded as it is a competitive grant. We will be working closely with ADE when the time comes to submit the grant. In the meantime, I am working with Mrs. Cox to look at some funding sources in order to have something for our kids this year. I will provide more information in July, in the event that we are able to provide something after school for this next year using Title funds. We have informed the staff and will post the information on our websites so that parents know that the 21st Century is not happening. But, in the event that we are able to have an after-school program, which there is already a plan in place, we will get that information out.

Mr. Ramos commented that we have to support our staff. Everyone can make a mistake and have a bad time. Having said that, we understand and feel that by backing up our staff, we are showing confidence in them, for them to continue doing a job, and not let it happen again.

Mr. Borane asked if another grant was found, where would that come from? Mrs. Samaniego replied that Mrs. Cox did not apply for an additional grant but it was something that was already provided through our Title IV monies. Title IV is for well-rounded and safe/healthy education. More information will be provided in July.

Mr. Borane commented that the Board is not here with the 21st Century Program to cast any aversion, any type of disciplinary action, or punitive action on anybody. We've all had our days. The person in question is a very capable person. I have no qualms and certainly in the confidence and integrity of that position as it remains. Anything that transpires outside of the level of the Board is strictly administrative, and we have nothing to do with that.

D. Discussion/action on possibly revising the Grants Coordinator job description into the Director of State and Federal Programs job description.

Mr. Borane stated that the position already exists and the current job description will be revised. In doing so, that will give the administration the opportunity to fill that position, if they want, and approving the funding expenditures.

Mrs. Samaniego advised that they are revising the job description to be the Director of State and Federal Programs. Mrs. Cox who is an expert in the grants area, has been writing our grants, and has been monitoring our grants for the last eight (8) years, will continue in that role. Under this job description, she will oversee all of our grants, work closely with our Assistant Superintendent and CFOO, and overseen by the Superintendent. She recently applied for the SEI Grant and we were awarded \$500,000.00 to assist us with PDG (Preschool) and M&O budget.

Mrs. Samaniego advised that she is making the internal administrative change regarding the Curriculum and Federal Programs Department. In order to ensure we are more efficient and working out effectively, the department will be split into two. Mrs. Cox will be the Director of the State & Federal Programs and Mr. Nuñez will be the Interim Director of the Curriculum & Instruction Department. Both areas will continue working collaboratively and overseen by the Superintendent.

Mr. Borane asked when is this proposed to happen? Mrs. Samaniego replied July 1st. Mr. Borane asked if this will affect the CTE grant and if personnel changes will be made in CTE? Mrs. Samaniego replied no, Mrs. Cox helps out with the CTE grant and will work with Mr. Young. Mr. Young runs the CTE program and Mrs. Cox will assist with the grant. Mr. Borane stated that there will be no loss in pay or benefits for all the people involved, everything stays the same.

Mr. Sabal motioned to approve the revised Grants Coordinator Job Description into the Director of State and Federal Programs as presented. Mr. Ramos seconded the motion. Motion carried 4/0.

V. ADJOURNMENT:

There being no further business, Mr. Ramos motioned to adjourn the meeting. Mr. Sabal seconded the motion. Motion carried 4/0. The meeting was adjourned at 10:44 a.m.

Minutes prepared by Alma Valenzuela, Superintendent's Secretary.

The Board at their meeting on October 8, 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.schoolinsites.com (For exact statements made during the board meeting, you may request a copy of the audio).