

I. CALL TO ORDER

President Zieler called this meeting to order: 6:34pm

II. PLEDGE OF ALLEGIANCE

The pledge was led by: Hailey Overson

III. ATTENDANCE

Board Members, President Zieler, Mrs. Patterson, Mrs. Wenhardt, Mr. Overson and Mr. Wiltbank; Superintendent Mr. Larry Heap; Finance Director Mr. Jacob Boyle; Board Executive Secretary Mrs. Tanya Sparks; Middle School Principal Mr. Ed Burgoyne; Middle School Asst. Principal Mr. Tim Raban; Coronado School Principal Mr. Bryan Hollembeak; Maintenance/Transportation Supervisor Mr. Otis Connolly; High School Principal Mr. Roger Heap; High School Asst. Principal Mr. Dave Bradshaw and members of the public were in attendance.

IV. ADOPT AGENDA

Superintendent Heap asked to table item C – Approval of Revised Budget FY 2014-2015 and add to our May board agenda.

Motion/Second to adopt the agenda with one change as noted.

Motion-Mr. Wiltbank; 2nd-Mrs. Patterson; unanimous

V. DISCUSSION/APPROVAL OF THE MINUTES FOR MARCH 6, 2014, MARCH 19, 2014 and MARCH 25, 2014

Motion/Second to approve the minutes for March 6, 19, and 25 2014

Motion Mrs. Patterson; 2nd –Mr. Overson; unanimous

VI. CALL TO THE AUDIENCE

No cards.

VII. STUDENT/STAFF PRESENTATIONS

High School Wrestlers/State Runner-Up

High School Wrestling State Champions-Sherod Bride, Eli Frazier, Garrett Davis

Coach Crosby introduced the team members that were present and told of their individual accomplishments. They did an outstanding job. We keep losing good senior wrestlers every year and the others keep working hard and we have a great freshman class coming in this year.

We didn't win the Doc Wright Tournament this year but did the last two years. This year we were the State Runner up. If we had been able to do sectionals it would have turned out differently.

These kids put in a lot of time during the off season. They spend a lot of time in the weight room. We represent well for our division. We have great assistant coaches.

President Zieler appreciates all the hard work and dedication the kids put into this. He also appreciates the coaches who have had an outstanding record throughout the years.

Mr. Bradshaw presented certificates to the state champions.

Coach Crosby concluded that he also appreciates the parental support.

VIII. REPORTS

- Superintendent
Superintendent Heap had nothing to add from his written report.
- Director of Finance
Mr. Boyle had nothing to add from his written report.
- Coronado Principal
Mr. Hollembeak had nothing to add from his written report.
- Middle School Principal
Mr. Burgoyne had nothing to add from his written report.

President Zieler appreciated the basketball reports included in his report.

- High School Principal
Mr. Heap highlighted on a few things from his written report.
- Student Body President
Hailey Overson updated on upcoming activities. They had MORP which was a luau theme. Not very good attendance but it was fun. We are now planning for May. We will have a spring sports assembly, teacher appreciation week, more assemblies in between and lastly the Mr. St. Johns pageant.
- Board
No reports

IX. ITEMS FOR DISCUSSION AND/OR ACTION

- A. **Donna Sierks/General Acrylics/Track Information/Update**
Ms. Sierks didn't really have a presentation and said she's mainly here as a resource and will answer any questions the board has regarding

the track. She has pictures of the track if anyone who hasn't walked it would like to view.

The track has a lot of problems and she wouldn't have anyone running on it currently for safety reasons; especially on the back straight away.

The first solution and the absolute minimum to make it safe to use, would be to remove and patch some of the areas. Eventually those patches will open up again. You never know exactly how long the patches will hold up; maybe that night or maybe in 3 years. To repair/patch would cost a substantial amount running about \$49,130. Patching does work but eventually causes the areas next to the patch to start cracking. We may have use of the track for one year after the patchwork.

The second option was to take the surface off and resurface. There are a whole lot of "and's" if's" or "buts" about that because literally the problem is underneath the surface and you can't fix the top with the bottom that's bad. The waves in the track are what's caused by the under surface. This is a major issue. Price on that is \$184,950. This amount includes the removal the disposal and everything. (Will give you about 5 years use but will have some work to do during that timeframe.) That amount is based on whether the heavy equipment can hold without falling through.

Third: Ideal one is to go in remove surface and remove the asphalt and see what we find. The proposal she put together was for the removal, disposal and re-compacting base and adding 2 inches of ABC. If we need one ton less we would get credited back, or if they have to use more, it would cost us more. We would bring in a paver that paves a running track. This also includes resurfacing the high jump area.

Superintendent Heap said the drains have to be moved if we do this. He asked if the removal of the drains is included in their price.

Ms. Sierks said moving it won't be a problem. The biggest problem is reconfiguration. She feels we could redirect the drains where they are.

That cost is \$378,774, lasting anywhere from 20 to 25 years. It's definitely not inexpensive but asphalt is not inexpensive. This would be totally rebuilding. She thinks to use concrete it could cost about \$100,000 to \$150,000 more than asphalt. The upgrade in surface tops is about a \$38,000 difference.

President Zieler said we weren't looking to find ways to spend money it was just something we discovered during a facilities walk through this year.

Mr. Overson had three questions. One - liability. How bad are we right now with kids practicing on it every day, according to your experience?

Ms. Sierks – your liability is in a couple of areas where you can pick up some track that's not attached because the surface moves. The cracks aren't as big of a deal.

Mr. Overson - Two – Has she ever caught wind of how school districts pay for it or where they get the money to pay for it. Are there any tricks?

Ms. Sierks - She wishes she knew. She's been researching it. Most just bite the bullet and find the money somewhere.

Mr. Overson – Three - The idea has come up a couple of times, how much to put turf in?

Ms. Sierks – To completely rebuild and put turf in is around \$800,000 to 1 million dollars. Turf is warranted for 8 years. Between 10 and 12 years you have to begin replace it which will be \$200,000 to \$250,000.

Mr. Wiltbank asked how long it takes to complete.

Ms. Sierks said we do most in the time frame from 7th of June to 15th of August. Surface has to be put in at 45 degrees weather or better. Start to finish is about 6 weeks.

Concrete has to cure for a month, asphalt for 2 weeks. When you just resurface it takes just 3 to 4 weeks.

She appreciates talking directly to you. Call her if you have questions at any time.

Mr. Overson said he was confused because he thought we were going to patch a little bit of it.

President Zieler said wasn't. He thought it was clear that we weren't thinking of that because we didn't want to throw money away.

The board would like to discuss this item further in the next board meeting.

B. Approval for Joe Frazier to Set Off Fireworks at School Athletic Events for 2014-2015

Mr. Heap – A few people have had legitimate complaints over the years. Haven't heard one complaint this year.

Motion/Second to approve Joe Frazier to set off fireworks at school athletic events for 2014-2015

Motion – Mr. Overson; 2nd –Mrs. Wenhardt; unanimous

Superintendent Heap asked that President Zieler pass the word along to Mr. Frazier of our appreciation for him doing this every year.

C. Public Hearing and Approval of Revised Budget FY 2014-2015

Tabled item to May board meeting.

D. 2014-2015 School District Calendar and 2014-2015 Learning Center Calendar

Superintendent Heap recommended approval. Mr. Heap headed up our committee this year and put it together. It's close to what we have done in the past. This has gone back to the staff and all felt it was the best.

President Zieler said he would really appreciate getting this calendar and sports calendars on our website as soon as possible

Motion/Second to approve the 2014-2015 school district calendar and 2014-2015 Learning Center calendar

Motion–Mrs. Patterson; 2nd –Mr. Wiltbank; unanimous

E. Technology Plan for E-rate Filing / July 1, 2013 to June 30, 2016

Ed said the technology plan is approved every 5 years and Mr. Neckel is intending to clean up this policy to be ready for e-rate filing. He is in no rush to have it board approved at this time. There was a miss communication on the matter.

Item tabled for a future date.

F. IGA Between Northern Arizona Council of Governments (NACOG) Head Start and School Food Service for 2014-2015

Superintendent Heap recommended approval. It's a housekeeping item.

Motion/Second to approve the IGA between NACOG Head Start and School Food Services for 2014-2015

Motion-Mr. Wiltbank; 2nd –Mrs. Wenhardt; unanimous

G. Addendum to Navajo County Special Services Consortium 3 Year Agreement/Originally Board Approved 3/1/12

Superintendent Heap brought everyone up to date on this addendum. We use therapists through this consortium so we don't have to have our own therapists. During a recent Administration meeting we discussed that our population of students are going down but our population of special needs students going up. Concerns us somewhat and working with the consortium is something we have to do.

Superintendent Heap recommended approval but noted that we will stay within our bounds as best we can.

Motion/Second to approve the addendum to Navajo County Special Services Consortium 3 year Agreement.

Motion –Mrs. Patterson; 2nd-Mr. Overson; unanimous

**H. General Statement of Assurances FY 2014-2015
Appoint Larry Heap and Jacob Boyle as Entity Administrators**

Motion/Second to approve the General Statement of Assurances FY 2014-2015 appointing Larry Heap and Jacob Boyle as entity administrators.

Motion-Mrs. Patterson; 2nd –Mrs. Wenhardt; unanimous

I. Signing-Loyalty Bonus/District Insurance Cost Increase

Superintendent Heap said as you are aware insurance is going up just about everywhere. This insurance is going up 7.69%.

We will be down some students this year which is the main source of our funding. We are getting an increase of 4.1% from the state and it's for one year only. We were advised not to tie that increase to teacher's salaries, or anything due to being a one year increase only. When you give a raise you have to sustain that increase every year. We gave a bonus for one time last year using our insurance premium money. We wish we could give an increase every year but we are now the lowest compensated state in the US.

The administrators met again this Monday to discuss this item further. Mr. Boyle came up with a recommendation and we discussed as an administrative group to give a 3% bonus amount to our staff. Last year we gave a flat rate, onetime bonus. With the insurance increase of 7.69% we also decided that the district pick up 4% of that increase and carry that or sustain that from now on. We will have to budget wisely for that but it should help the employees more than the monetary

amount because they get taxed on that and not with the insurance. The employees then would only have a 3.69% increase. About a \$50 increase per month for those on the A family plan. We will have to use money out of our pre-pay and we understand it's going to continue to go down.

Mr. Overson asked where the prepay amount stands.

Mr. Boyle - 1.2 million. Which will grow to 1.4 million this year.

Mr. Boyle said we have money in our 550 of \$20,000 which we plan to use all or a portion of that towards the \$33,000 and work in the budget cuts to sustain us.

Superintendent Heap - We did not get a percentage cut from insurance this year. They usually give us a little deduction due to the district prepaying our insurance but this year they would not budge.

Mr. Boyle – We've worked really hard to educate staff that their use of insurance is what increases the costs every year. It's hard to tell our employees, when they are paying \$700 per month for insurance that they can't go to the doctor because that's what increases their rates.

Mrs. Patterson – If they aren't giving us a break this year then why are we prepaying?

Superintendent Heap said it's the only place we can save money where the state won't take it.

Mrs. Patterson thought that was why but just wanted to be sure.

President Zieler's concern with this recommendation is the staff will only get \$40 dollars more of an increase if we are looking at a teacher making about \$36,000. It concerns him that we don't give the increase to the base while the rest of the world continues to move up.

Superintendent Heap said in 2012 we gave a sizable raise but we didn't raise the base. Remember we have higher addendums than most of the surrounding areas. When we raise the base it also affects the addendums. We would love to offer more but we feel with circumstances at this point in time, our recommendation is very reasonable. We have gone over this a lot.

Mr. Boyle – Mr. Essig's recommendation is that we should not count on sustainable money until next year at this time when we might know more.

We also are not tying ourselves to ASBAIT. We are continuing to shop around.

Mr. Burgoyne – raising the base at this point in time, wouldn't be wise.

Mr. Hollembeak - To put the increase to the base wouldn't be more than the \$1200 they got last year or the \$1100 or so they will get this year.

Mr. Boyle said the bonus last year and this year figures out to be 6% increase. Holbrook has been giving a 3% increase every year. They are getting an increase even though it's not sustainable every year.

President Zieler said that Superintendent Heap mentioned earlier that if we raise the teacher's base that ties to the addendums and we are at the higher level around the mountain. We need to keep that in mind.

Mr. Overson said the administrators have given this a lot of time and thought and he is comfortable with their recommendation and feels we can move along.

Mr. Burgoyne had one more suggestion. He worries about doing the percent that there will be some backlash towards administrators. We talked about putting a cap to highest paid teachers or administrators.

Mr. Overson would like to figure out that cap percentage tonight.

Mrs. Patterson said \$2,000 would be the cap for a highest paid teacher. Give a 4% bonus for everybody with a cap at \$2,000 which is the highest paid teacher amount.

Mr. Overson – It's not as much about the savings as the perception. Mr. Overson also thinks it would be wise to get the word out quick.

Mr. Wiltbank suggested just make the motion that we give a one-time bonus of 4% and cap it at the highest paid teacher amount; or not to exceed the highest paid teacher amount.

All agreed on the district carrying 4% of the insurance increase and sustain that amount and to also give a onetime bonus of 4% of their salary. We will spend about \$10,000 more this year than we did last year

Motion/Second to approve a one-time bonus of 4% as discussed, to be capped at the highest paid teacher salary. We also approve 4% of the insurance increase to be picked up and sustained by the district with the remaining 3.69% to be paid by the employee.

Motion-Mr. Overson; 2nd-Mrs. Patterson; unanimous

- J. Appoint Board Members to Hand Out Diplomas**
All board members will be present at Middle School and High School to hand out diplomas.

Middle School – Thursday, May 22 at 7:00 pm

High School – Friday, May 23 at 8:00 pm

- K. Ratify/Sign Expense Voucher #1430**
Motion/Second to ratify/sign expense voucher #1430

Motion-Mrs. Patterson; 2nd-Mrs. Wenhardt

In Favor – Mrs. Patterson, Mrs. Wenhardt, Mr. Overson and President Zieler

Abstained – Mr. Wiltbank

Motion passes

- L. Ratify/Sign Expense Voucher #1431**
Motion/Second to ratify/sign expense voucher #1431

Motion- Mrs. Patterson; 2nd - Mrs. Wenhardt

In Favor – Mrs. Patterson, Mrs. Wenhardt, Mr. Wiltbank and President Zieler

Abstained – Mr. Overson

Motion passes

- M. Policy - 1st Reading Policies/Advisories**
- | | |
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| 499 - BCB | Board Member Conflict of Interest |
| 500 - BE | School Board Meetings |
| 501 – JICI | Weapons In School |
| 502 - JL | Student Wellness |
| 503 - JLF-EB through JLF-ED | Reporting Child Abuse/Child Protection |

President Zieler has a concern about the policy - Weapons at school. The length of the knife. He feels a pocket knife is kind of a tool for kids and doesn't feel we should exclude that.

Mr. Heap – The way he understands that is if someone wants to bring one they can get permission.

Mrs. Patterson gave the example of a kid who is out feeding the animals in the morning and uses his pocket knife to cut the string on the bale of hay and puts the pocket knife back in his pocket and going to school, forgetting to leave it home.

President Zieler said he's okay with this policy if we are pretty reasonable about it.

Mr. Heap said we need to be clear about the policy at the beginning of school and then be reasonable when a situation comes around. We also usually don't see the little pocket knives anymore. They carry the clip on that have a long blade.

Mrs. Patterson said as long as we use discretion she doesn't have a problem with it.

No motion. First reading only.

N. Offer Continuing Teacher a Contract FY 2014-2015
a. Ina Overson

Motion/Second to offer continuing teacher contract FY 2014-2015 to Ina Overson

Motion-Mr. Wiltbank; 2nd- Mrs. Patterson

In Favor – Mr. Wiltbank, Mrs. Patterson, Mrs. Wenhardt, and President Zieler

Abstained – Mr. Overson

Motion passes

X. CONSENT AGENDA

- Personnel
 - A. Letters of Resignation
 - a. Karma Whiting/Teacher
 - b. Jenna Jarvis
 - c. Candace Bond/Speech Therapist
 - B. Substitutes
 - a. Sophie Villagomez/Aide
 - b. Yesenia Schwab/Aide/Food Service Worker
 - c. Paul Rogers/Teacher
 - d. Karen Baldwin/Food Service Worker
 - e. Ratify Stephenie Holden/Worked as a Custodian

- C. High School Addendum
 - a. Shane Johnson – Yearbook
- D. Temporary Maintenance Worker
 - a. Ryan Sanchez
- E. Auditorium Tech Workers
 - a. Austin Williams
- F. Certified Staff Employment FY 2014- 2015

Continuing Teachers

Marcia Ashton	Carol Herring	Lorena Reynolds
Mella Bradshaw	Shane Johnson	Margaret Robertson
Becky Caballero	Karen Lee	Desarae Rogers
Shanna Cox	Carol Mora	Ginee Scarbrough
Deborah Crawford	Linnea Morales	Loren Smith
Kimberly Dugdale	Martha Moreno	Cynthia Trickey
Mary Greer	Amy Moter	Lisa Trickey
Sonja Hancock	Sandra Nielsen	Kirstin Udall
Beverly Harris	Catherine Patterson	Janet Wengert
Amber Heap	Mary Jo Raykovitz	

Teachers Advancing to Continuing Status

Tony Neubauer
 Merlene Shurtz
 Joy Whiting – Part-time

Non-Continuing Status Teachers

Kim Fejes	Jennifer Olney
Celina Goodman	Denise Richins
Natalie Hollembeak	Carol Wilhelm
Amy Jarvis	Bonnie Stradling
Lara Olsen	Lorraine Wiesen

Retired Certified Staff

Bill Bell
 Lynette Burdick
 Leo Madrid
 Carleen Shreeve

School Psychologist

Jim Staffnik

Speech Therapist

Position to be advertised

Board Meeting
MINUTES
4-10-14
Administration

Superintendent
Larry Heap

HS Principal
Roger Heap

MS Principal
Ed Burgoyne

Coronado School Principal
Bryan Hollembeak

HS Dean of Students
Dave Bradshaw

MS Dean of Students
Tim Raban

Directors

Finance Director - Jacob Boyle
Special Services Director – Sharon Raban

- Financial
 - A. Consolidated Board Report
 - B. Auxiliary Fund Report - Approve and Sign Voucher #33
 - C. Activity Fund Report - High School
 - D. Payroll Vouchers - Ratify/Sign #19 & #20

Motion/Second to approve the consent agenda as outlined

Motion –Mr. Wiltbank; 2nd - Mr. Overson; unanimous

XI. SCHEDULE OF FUTURE MEETINGS

Work Session with Steven Highlen on Thursday, April 17, 2014 – 6:00 pm
Next regular board meeting – Thursday, May 1, 2014 – 6:30pm

XII. AGENDA ITEMS FOR NEXT MEETING

- 2014-2015 Revised Budget
- Proposition 301 goals assessment & payment recommendations 2013-2014
- Discussion of audit results
- Track discussion

XIII. ADJOURNMENT

Motion/Second to adjourn the April 10, 2014 board meeting

Motion –Mrs. Patterson; 2nd –Mrs. Wenhardt; unanimous

Meeting adjourned: 8:45 pm

Board Approved May 1, 2014

Board President _____ Date _____