

Ganado Unified School District No.20

Our Vision is to be a professional learning community that focuses on all students exceeding educational expectations.



Our Mission is to ensure all students a quality education and strengthen Diné cultural values for life long learning.

Minutes of Public Meeting Of the Governing Board of the Ganado Unified School District No. 20 August 15, 2022, at 6:00 p.m. – District Board Room, Ganado, Arizona

- I. **CALL TO ORDER:** Marcarlo Roanhorse, Board President called the meeting to order at 6:01 p.m.
- II. **ROLL CALL:** Judy James was present in person; Wanda Begay was present by zoom; Teresa Gorman was present by zoom; Marcarlo Roanhorse was present in person.
- III. **APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Leandra Thomas, Acting Superintendent recommended that VII. Personnel A3. be amended to reflect that effective date be changed to August 16, 2022; and beVI. New Business, items A and B moved to the end of the agenda after Personnel. Mrs. Teresa Gorman motions to approve the agenda to delete VI. New Business, item C, second by Mrs. Wanda Begay.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0
- IV. **CALL TO THE PUBLIC:** This is the time that the public may speak to the Governing Board regarding issues within the jurisdiction of the Governing Board subject to reasonable time, space, and manner restrictions as the Governing Board may establish. At the conclusion of the Call to the Public, individual members of the Governing Board may respond to criticism made by those who have addressed the Board, may ask staff to review a matter or may ask that a matter be placed on a future agenda. However, the Governing Board cannot take action on matters that have not been noticed in advance as a part of the agenda. The following individuals addressed the Governing Board: **Chris Dalgai** – Mr. Dalgai stated that he would like to see communication strengthened in the district and supports Coach Draper in the direction he is going which is good for the students; **Sam Earl** – Mr. Earl stated that he supports Coach draper and would like to see new staff onboarding addressed and improved; **Wynette Attakai-Earl** – Mrs. Attakai-Earl stated that she is Team Ganado and would like Tyson Draper to come back if he is willing; **Alvina Begay** – Ms. Begay stated that she agrees with Tyson Draper that there need to be improvements in the school district, but due to the videos that Mr. Draper has put out she recommends termination; **Debbie Nez-Manuel** – **Mrs. Nez-Manuel** stated that she supports Tyson Draper and requests the Governing Board vote to keep Mr. Draper; **Steven Kee** – **Mr. Kee** stated that he sees the coaching positions on the board agenda with the same people year after year with nothing being done. He does not support the Athletic Director and requests not to hire; **Marietta Dooline** – Mrs. Dooline stated that she is a part of the community, and is an alumnus who has children and grandchildren in the district. Mrs. Dooline read the district mission and vision statement. She would like to see qualified teachers compensated and that the district be competitive in wages. She stated that she supports the Athletic Director. The Governing Board members thanked the community members and parents for speaking at the call to the public.
- V. **CONSENT AGENDA: Review, Discussion, and Possible Action to Approve the Consent Agenda.** (Approval of routine warrants, purchase orders, travel claims, employee leave and transfer requests, and employee resignations. Documentation concerning the matters on the Consent Agenda may be reviewed at the District Office. Any matter on the Consent Agenda will be removed from the Consent Agenda and discussed as a regular agenda item, upon the request of any Board members.)
 - A. **Approval of the following overnight travel request:**
 1. **Approval of overnight travel for twenty-five (25) Ganado High School Volleyball Team members, two (2) Coaches, and one (1) bus driver to attend the 2022 Payson Volleyball Invitational from September 2-3, 2022 in Payson, Arizona.**

Ms. Judy James motions to approve V. Consent Agenda, item A1, second by Mrs. Wanda Begay.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

VI. NEW BUSINESS

- C. ~~*Discussion and possible action regarding possible formal or informal disciplinary or corrective action against Superintendent Betsy Dobias. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.~~ This item was deleted.

VII. PERSONNEL

- A. Discussion and possible action to approve Resignation of Classified Staff:
1. Brittney James, Substitute Clerk Effective August 8, 2022
 2. Vernita James, Secretary IV Effective August 8, 2022
 3. Tina Martinez, Food Service Worker II Effective August 2 16, 2022

Ms. Judy James motions to approve VII. Personnel, item A1-3, second by Mrs. Teresa Gorman.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

- B. Discussion and possible action to approve Classified Administrator for FY'2022-2023:
1. Fred Yazzie, Non-lateral transfer from Security Officer I to Emergency Response Supervisor

Mrs. Teresa Gorman motions to table VII. Personnel, item B1 because in previous meetings they approved the organizational chart where the Superintendent put the Emergency Response Coordinator's duties under the Security Supervisor position to take a better look at what they had approved, second by Mrs. Wanda Begay. Mr. Roanhorse is wondering why this item is being tabled stating the that Emergency Response Supervisor position was not noted in the organizational chart. However, the work-study session that they attended over the summer the organizational chart was reviewed and this was the outcome of the Emergency Response Coordinator's position and the Security Supervisor position combined. He stated that this was addressed by the Leadership team and the Governing Board. He stated that this is a very critical position to ensure the safety of the students and staff that these vacant positions be filled with qualified people. Mrs. Gorman stated that she wants to table to have the Governing Board review. Mrs. Begay requested to revisit and review the organizational chart before the board takes action. Mrs. Begay is asking if there is a position description for the position. Leandra Thomas, Acting Superintendent stated that she saw an approved organizational chart for FY2022-2023 which was approved back in June 2022 and on there the Emergency Response Supervisor as overseeing the Security Personnel and Custodians and she is assuming this is the one that was reviewed. Ms. James stated that she reviewed the supporting documents for this recommendation, where the hiring procedure was followed with an interview process and the qualification of the individual.

Voice Vote: Ms. James – Nay; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Nay;
Motion Fails: 2, 2, 0

Legal counsel stated that an alternative motion can be provided since the first motion failed.

Mr. Marcarlo Roanhorse provided an alternate motion to approve VII. Personnel, item B1, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Nay; Mr. Roanhorse – Aye;
Motion Carries: 3, 1, 0

- C. Discussion and possible action to approve hire/placement of Classified Staff for SY'2022-2023:
1. Latasha Tsosie, Bus Monitor

Mrs. Wanda Begay motions to approve VII. Personnel, item C1, second by Ms. Judy James.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

- D. Discussion and possible action to approve Supplemental Contract and Extra Duty Pay for SY'2022-2023:
1. Serve as Ganado Middle School Student Council Sponsors:
 - a. Alice Hubbell
 - b. Hope Willie
 2. Provide Instructional services through Credit Recovery at Ganado High School during prep hour:
 - a. Byron Williams
 - b. Patricia Begay
 3. Serve as Ganado High School Sponsor and Club Manager:
 - a. Student Council Sponsor: Cheryldine Begay
 - b. Senior Class Sponsor: Loretta Smith
 - c. Freshman Class Sponsor: Byron Williams
 - d. National Honor Society Sponsor: Elaine Miller
 - e. Yearbook Manager/Sponsor: Sarah Dedman
 - f. Photography Club Manager: Jeremy Nelson
 4. Ganado Middle School Teachers to provide Substitute services during prep period:

a. Lucy Bahe	b. Lanaya Cook	c. Autumn Gorman	d. Gilbert Tracey
e. Mike Bitsuie	f. Charo Dolom	g. Christina Arthur	h. Chad Mescal
i. Lafina Willard-Descheny	j. Hope Willie	k. Alice Hubbell	i. Shannon Begay

- m. Chryse Wallace
- n. Johnson Brown
- o. Marty Benallie
- p. Tiffany Tracy
- q. Jeremy Tsosie
- 5. Ganado High School Teacher to provide Substitute services during prep period:
 - a. Art Redhorse
- 6. Ganado High School Coach recommendations for Fall Season:
 - a. Head Cross Country Coach: Leandra Thomas
 - b. Assistant Cross Country Coach: Jeremy Tsosie
 - c. Head Varsity Football Coach: Adriel Shirley
 - d. Assistant Varsity Football Coach: Paul Peterson
 - e. Assistant Varsity Football Coach: Jeremy Nelson
 - f. Head Junior Varsity Football Coach: Loretta Smith
 - g. Assistant Junior Varsity Football Coach: Chris McNabb
 - h. Head Varsity Volleyball Coach: Alyssa Dalgai
 - i. Junior Varsity Volleyball Coach: Janelle Bluehouse
- 7. Ganado Middle School Coach recommendations for Quarter 1:
 - a. Head Cross Country Coach: Alvita Reid
 - b. Assistant Cross Country Coach: Elvis James
 - c. Head Varsity Football Coach: Howard Smith
 - d. Head Junior Varsity Football Coach: Chad Mescal
- 8. Athletic General Event Worker:
 - a. Kevin Watchman (Fall/Winter)
 - b. Pashanna Lano (Fall/Winter)
 - c. Christopher Lano (Fall/Winter)
 - d. Charlotte Jackson (Fall/Winter and Winter/Spring)
 - e. Natasha Wauneka (Fall/Winter and Winter/Spring)
 - f. Terra Begay (Fall/Winter and Winter/Spring)
 - g. Veronica Quintana (Fall/Winter and Winter/Spring)

Mrs. Wanda Begay motions to approve VII. Personnel, items D1-8, second by Mrs. Teresa Gorman. Ms. James recused herself from voting for 8b and 8c. Mrs. Gorman recused herself from voting for 4c.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

E. Discussion and possible action to approve Student Teacher Placement through the University of Phoenix for Fall 2022 at the Ganado Primary School:

- 1. Layncon Hubbard

Mrs. Wanda Begay motions to approve VII. Personnel, item E1, second by Mrs. Teresa Gorman.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

VI. NEW BUSINESS

Mrs. Teresa Gorman motions to enter executive session, second by Mrs. Wanda Begay. Entered into executive session at 7:20 p.m.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Nay;
Motion Carries: 3, 1, 0

Mrs. Teresa Gorman motions to exit executive session, second by Mrs. Wanda Begay. Exited executive session at 8:11 p.m.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

Nathan Schott with Hufford, Horstman, Mongini, Parnell, Tucker PC provided a synopsis of what transpired in executive session. Mr. Schott stated that the board went into executive session regarding the administrative recommendation to dismiss the Athletic Director and to review the statement of charges against the Athletic Director which they briefly summarized what is in the statement of charges as failure to comply with the school district's leave policy, the Athletic Director is alleged to have not showed up for work for the past week without taking leave or contacting the supervisor. He stated that the district does have a policy, policy GCCA-R which states that anytime an employee is absent of leave without approval from the Supervisor that there be an automatic recommendation to the board to terminate the employee so that recommendation has been made to the board by the administration. He stated that he would reiterate that these are just allegations at this point with the Athletic Director his right to a due process hearing pursuant to Arizona Law and the school district policy. He stated that if he disagrees with the allegation against him he can request a hearing within 10 days of receiving the charges and requests for a hearing which will be addressed at the next step.

- A. *Discussion and possible action to accept an administrative recommendation to dismiss Athletic Director Tyson Draper subject to his right to a due process hearing. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel. Ms. Judy James motioned to accept the administrative

recommendation to dismiss Athletic Director Tyson Draper subject to his right to a due process hearing and authorize the administration to deliver the statement of charges, second by Mrs. Teresa Gorman.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Nay;

Motion Carries: 3, 1, 0

- B. *Discussion and possible action to direct the Superintendent to work with legal counsel to secure the services of an independent hearing officer in the event Athletic Director Tyson Draper requests a hearing. *Possible executive session per A.R.S. §§ 38.431.03 (A)(1) Personnel and 38.431.03(A)(3) Advice from legal counsel. Nathan Schott stated that the board can sit and preside over the hearing or a hearing officer can be secured to preside over the hearing in the event that the Athletic Director requests a hearing pursuant to Arizona law and school district policy. In the event that an independent hearing officer is secured, the hearing officer would hear findings and facts and make recommendations at a future board meeting. The Athletic Director would have an opportunity to challenge and appeal any recommendations and findings, but the ultimate decision is with the boards per their responsibility to hire and fire. Ms. Judy James motioned to direct the Superintendent to work with legal counsel to secure the services of an independent hearing officer in the event that Athletic Director Tyson Draper requests a hearing, second by Mrs. Teresa Gorman. Mr. Roanhorse stated that securing an independent hearing officer is a fair option of reviewing this matter and keeping the board out of this process. Mrs. Gorman stated that the board has voted to abide by the laws of the state of Arizona and the Arizona School Board policy and that they could do nothing else.

VIII. **ADJOURNMENT:** Mr. Marcarlo Roanhorse motions to adjourn, second by Mrs. Wanda Begay. Meeting adjourned at 8:20 p.m. by acclamation.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;

Motion Carries: 4, 0, 0

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.

Dated this 8th day of September, 2022



Marcarlo Roanhorse, Governing Board President