

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

July 16-17, 2020 at 7:30 a.m. – Tempe Mission Palms Hotel & Conference Center, Tempe, Arizona

- I. **CALL TO ORDER:** Board President Marcarlo Roanhorse called the meeting to order at 7:44 a.m. (MST)
- II. **ROLL CALL:** Francis Noble, Judy James and Marcarlo Roanhorse and Teresa Gorman were present in-person and by zoom.
- III. **INVOCATION:** Judy James provided the invocation.
- IV. **APPROVAL OF AGENDA:** Discussion and Possible Action to Approve the Agenda. Mr. Francis Noble motioned to approve the agenda, second by Mr. Marcarlo Roanhorse. Mr. Roanhorse stated that the line-up of the agenda is set due to the presenters, however for Day 2, it is flexible. Ms. James requested that Day 2 agenda items of V. Work Study Session, items E and F, be switched after the presentation of budget availability. Mr. Roanhorse stated that the presenter will be contacted and based on available it may be switched.
- V. **WORK STUDY SESSION: (No action will be taken)**

Friday, July 16, 2021

7:30 AM – 8:45 AM **A. Discussion and Information regarding Superintendent's Report – Betsy Dobias.** Betsy Dobias, Superintendent provided a presentation on the district reopening plan. Introduction of New Staff; Four Goals: Goal #1 Reopening School, Goal #2 Academic Goals, Goal #3 Capital Improvements, and Goal #4 Community Relations; Area Districts; Capital Plans 2021-2022; Capital Plans 2022-2023; Capital Plans 2023-2024.

9:00 AM – 12:00 PM **B. Discussion and Development of District Strategic Plan – Arizona School Board Association:** Nikki Whaley with the Arizona School Board Association facilitated a discussion on District Strategic Plan Part I. Ms. Whaley met with the Governing Board to provide an overview on the purpose of a strategic plan and the role in the development of the plan. Ms. Whaley discussed the development of the Governing Board priorities, provided a SWOT Analysis of strengths, weaknesses, opportunities and threats influencing the district's ability to meet the current goals based on Goal I: Effective Leadership; Goals II: Effective Teachers and Instruction; Goal III: Effective Organization of Time; Goal IV: Effective Curriculum; Goal V: Conditions Climates and Culture; Goal VI: Family and Community Engagement. Ms. Whaley worked with the Governing Board to identify priorities based on the district's current state and SWOT analysis.

Recessed for lunch at 12:20 p.m.

12:00 PM **Lunch**

Reconvened the meeting at 1:30 p.m.

1:00 PM – 4:00 PM **C. Discussion and Development of Strategic Plan – DeliverED, LLC.** Corey Gordon with DeliverEd based out of Washington, DC provided a workshop on the proposed norms for working together and went over the Learning Objectives of Partnership: Understand overall approach to strategic planning and role of board members; Discuss overall areas of strength and challenges for the school district; Identify potential goal areas for strategic plan and potential metrics; Identify next steps. Ms. Gordon worked with the team on jam board to try and get an idea of the district's current strengths and challenges from the perspective of the team in attendance.

Recessed for the day at 3:58 p.m.

Saturday, July 17, 2021

The Special Board meeting reconvened at 8:01 a.m.

Francis Noble attended in-person and on zoom; Judy James attended in-person and on zoom; Teresa Gorman attended in-person and on zoom, Marcarlo Roanhorse attended in-person and on zoom. Wanda Begay attended by zoom.

7:30 AM – 8:45 AM **D. Discussion and information regarding the Business Services Director Report, Audit Findings and funding source of any salary schedule change – Henrietta Keyannie.** Henrietta Keyannie, Business Services Director provided a presentation on Business Services Financial Information regarding audits, reviews and monitoring. 1) FY2019-20 ADE Grants Fiscal Monitoring. Ms. Keyannie stated that there were no findings and wanted to thank Darlene Jones and others that contributed to the monitoring. 2) ADE Health Nutrition Procurement Review, Completed in June 2021. Ms. Keyannie stated that there were no audits and thanked Alicia Ben and those who were involved. 3) Arizona Auditor General Performance Audit pursuant to 41-1279.03 is still in progress and is a several month process. 4) 2022 Impact Aid Application was just submitted and the application has been verified as uploaded, however there are some items that need to be completed and will be working on it. 5) FY 2019-20 Annual Audit where the Arizona Auditor General's office extended the deadline for submittal to September 30, 2021 due to the pandemic. The main area that work is not completed is in the General Fixed Assets. The goal is to have the auditors submit an audit report by August 31, 2021. 6) FY2021-22 Annual Audit which is scheduled to start the week of November 8, 2021. Ms. Keyannie went over the FY2021-22 Budget update. She stated that the budget limit will not be reduced due to the lack of transportation mileage and eligible student counts. The state aid will be reduced, but get to keep the budget capacity, which is made up with other funds, specifically impact aid. Budget limit is typically funded by state aid but this year, the district will have to transfer dollars from Impact Aid. Ms. Keyannie stated that this leaves the budget capacity that can be used to address the compressed hourly salary schedule due to the increase of minimum wage in the last few years. Ms. Keyannie shared the overall M&O Budget, she stated that the salary and benefits makes up majority of the budget.

9:00 AM – 11:00 AM **E. Discussion and Information regarding the Federal Programs & Grants Director Report – Shannon Hood.**
a. Grant status and updates
b. Parental Involvement

Shannon Hood, Federal Programs and Grants Director provided a presentation on Grants Report for School Year 2021 and School Year 2022 on Grants, Cycle 5 Monitoring and Strategic Planning for Comprehensive Needs Assessment. Ms. Hood provided Grant Updates and monitoring requirements for Title grants, Johnson O'Malley (JOM), SEI, School Safe, CLSD, IDEA Grants, Navajo PS, Stability, Accelerated Academy, ESSER grants, totaling 14,468,654.49 for SY20-21 and \$13,913,113.90 for SY21-22. Ms. Hood went over the budget of where funds are being expended in areas of salaries, benefits, extra duty, professional development, parent involvement, equipment/supplies, other, Indirect Costs, Expenditures, Balance, % spent and Grant end date. Ms. Hood explained each grant and the ones with percentages showing 0%. Ms. Hood continued with Current Gifted Program and cycle 5 monitoring, Response to Intervention (RTI) – Behavior Program and Multi-Tiered System of Support (MTSS), Response to Intervention (RTI) – Academics, Comprehensive Needs Assessment.

Recessed for a break at 10:03 a.m.

Reconvened the meeting at 10:24 a.m.

11:00 AM – 12:00 PM **F. Discussion regarding the Support Exempt Salary Schedule and Support Staff Salary Schedule for FY'2021-2022 – Carolyn Brackley, Professional Group.**

Carolyn Brackley with the Professional Group provided a presentation on Support Exempt Salary Schedule and Support Staff Salary Schedule for FY'2021-2022. Ms. Brackley provided the Minimum Wage Issue which started in 2016 and explaining the compression of the district. Ms. Brackley provided the comparison of other districts in comparison to Ganado Unified School District. Ms. Brackley provided comparison of position base salary in comparison to other districts. She also provided the Support Staff Exempt Base Salary for the district. Ms. Brackley stated that Chuck Essex of AASBO stated that there will be a minimum wage increase in January 2022 with an inflation of 5.4% to \$12.30 an hour. Dr. Dobias stated that she spoke with the district's legal counsel and they stated that since contracts were issued that they cannot adopt the whole salary schedule to be effective until July 1st of the following year. Therefore, the only item the Governing Board will adopt is a minimum wage increase. Mrs. Begay stated that the possible thing to do is to start with the salary schedule that starts with \$12.15 an hour. She would like to make it comparable with the district in the area. Mr. Roanhorse stated that he heard what Mrs. Begay stated but the district will have to comply with what is recommended of an increase of \$12.39 which will be effective in January 2022. The administration has to be accountable with maintaining it. Ms. James stated that she feels that the board has to decide now so it is in place by July 1. She stated that the board will be going through explaining this again. She feels that the board needs to act on it and not keep coming back to it. Ms. James stated that the minimum wage increase that the legislature proposes for January 2022 still needs to be adjusted. Ms. Gorman stated that she is in favor of a salary schedule increase for support staff, but is concerned and worried about the amount of money it will cost. She stated that with the current issue with the minimum wage, she thinks that the district could wait a little longer, because the salary has to be aligned with the position descriptions and aligned with more responsibilities, more education, etc. and

justify the increase. She asked if this can be legally agreed to and financially sustain this. Mrs. Begay stated that the discussion is good and the different methodology, address concerns and addressing salaries. She continued to stated that anytime there is a discussion of change in salaries, they need to look at other areas like job descriptions and what they need to see on the position descriptions such as staff credentials. She stated that they need justifications for staff increases and aligned with position descriptions for the sake of accountability and to be transparent. Ms. James stated that this has been put off for the past year and that it should be done and that it should be done and not putting it off for the next few months to address. Mrs. Gorman stated that Human Resources and the Superintendent should work on this to align salary schedule with job descriptions. Mr. Roanhorse recommended redirecting to Superintendent and to Human Resources to align accordingly and the urgency to get it done so the board is not coming back a few months down the road. He stated that they leave the alignment based upon the steps to administration and as far as the board, their job is to allow to go through and allow administration to do the legwork. He continued to say that this is something that needs to be addressed and allow administration to propose and support administration's recommendation.

Ms. Brackley stated that it would take about \$200,000 to decompress to current minimum wage; \$250,000 to increase to \$12.30 minimum wage and an additional .9 cents to increase to \$12.39 for an additional \$300,000. The choices come down to Pay People more money. She provided information on issues to deal with as a result of declining enrollment.

G. Open Discussion and recommendation regarding blessing way ceremony of District Hogan.

Mr. Roanhorse said that this is an item we have been going round and round with. The District Hogan was supposed to be blessed before the pandemic and those plans have been deferred. Since the school is rephrasing back in, then he wanted to complete the blessing way ceremony. Dr. Dobias stated that it is up to date and up to code so it is ready to go when the board sets the date and time. Mrs. Gorman stated that it would be up to the medicine man's availability and what he wants to do with social distancing, etc. There was information shared with the board by a staff member regarding district artifacts. Mr. Roanhorse stated that some research needs to be made to get background information. Mrs. Begay stated that there are resources that needs to be contacted for knowledge, research and investigated. She stated that the blessing way should not proceed without knowledge, research and investigation. Mr. Roanhorse stated they board will schedule a special board meeting to discuss.

Meeting recessed for lunch at 12:12 p.m.

12:00 PM **Lunch**

Meeting reconvened at 1:15 p.m.

1:00 PM – 3:00 PM **H. Discussion and Information regarding District Reopening and Safety Plan.**

- a. **High School**
- b. **Middle School**
- c. **Federal Programs**
- d. **Maintenance Operations**
- e. **Emergency Response**
- f. **Transportation**
- g. **Security**
- h. **Food Service**
- i. **Technology**

April Clairmont, Primary School Principal provided information on the Building/Classroom Capacity and since the Navajo Nation is on a Yellow status that the requirement is 50% at approximately 15 students per classroom. The district is going with the A day and B day schedule. Lawrence Sam, Jr. went over Student Registration with parents having an option of their child going in-person or virtually from home. Mrs. Gorman stated that she would like to make sure that the students have online instruction other than Edgenuity and that they get paper packets. She stated that the district should do whatever they can for the students to learn and educated. Mrs. Begay recommended to request the Navajo Nation President pay for devices for families that are not able to provide devices for their children. She stated that there are funds that can be given to communities to recover. There are a lot of funds out there that the district can apply for. Jerome Burns, Technology Supervisor stated that 600 laptops were issued and roughly about 40% were returned. He stated that they cannot get the parents to bring the equipment back. He stated that this is not including the equipment that was brought back damaged. It was recommended that a resolution be sent to the Navajo Nation to get assistance with devices for the students. Dr. Dobias and Mr. Roanhorse will work on the resolution and board members to get support from the local chapter houses to support the resolution. Mr. Roanhorse stated that supportive quotes will be needed on what the students are needing. April Clairmont continued with School Reopening School Safety measures. Mr. Sam provided a presentation on Arrival school reopening on student screening via buses and walkers/drop off students. Leandra Begay, Middle School Principal provided the School reopening instructional hours for all schools. Lucille Sidney, High School Principal provided a School Day Schedule Reopening on school day schedule for August 3-September 3, 2021 regarding A day and B day. Mrs. Sidney also provided the bell schedule regarding A day and B day as well as a normal bell schedule for a normal school day. A school reopening Funds distribution for the reopening was provided. Irvin Curtis, Maintenance Lead Person provided the installation of touchless sinks, toilets and fountains will be installed. Kevin Blackwolf, Emergency Response Coordinator provided the Ganado Unified School District CDC 5 key prevention strategies and guidelines. Davis Begay, Transportation Supervisor provided the Transportation reopening plan; Bus procedures; Bus Procedures at the Bus stop; Social distancing; Loading and Unloading; Bus Loading Diagram; Cleaning and Disinfecting; Bus Schedules; Other

considerations and staff preparation. Dennis Dedman, Security Supervisor provided the Security Accomplishments for SY'2020-2021; Monitoring CDC Guidelines; Monitoring Navajo Nation Public Health Orders, RE: COVID-19; All full time security officers are fully vaccinated; Security-Direct, Immediate Effect in Prevention, Loss of Life, personal injury or loss of property. Security-Trainings for Security Officers; Security-Essential Duties as First Responders; Security-Strategic Plan for SY2021-2022; Post Pandemic Plan; Concerns of upcoming school year 2021-2022. Alicia Ben, Food Services Supervisor provided a presentation on Food Service-Meal Schedule and providing food for students; entering the cafeteria; exiting the cafeteria; and staffing. Jerome Burns, Technology Supervisor provided information on the Emergency Broadband benefit.

Closing remarks were expressed by members of the board and attendees.

VI. ADJOURNMENT: Mrs. Teresa Gorman motions to adjourn, second by Mr. Francis Noble. Meeting adjourned at 4:04 p.m. Meeting adjourned by acclamation.

Dated this 16th day of September, 2021



Marcarlo Roanhorse, Governing Board President

***Continental Breakfast will be available from 7:00 AM to 7:30 AM, daily.**