

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 November 17, 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 6:03 p.m.
- II. ROLL CALL:** Judy James was present by zoom; Wanda Begay was present by zoom; Teresa Gorman was present by zoom; Marcarlo Roanhorse was present in person and by zoom.
- III. APPROVAL OF AGENDA:** Discussion, and Possible Action to Approve the Agenda. Leandra Thomas, Acting Superintendent recommended the following changes on the agenda: Move IX. New Business, item B after the Pledge of Allegiance; VIII. Old Business, item A should read "Second Reading"; X. Personnel, item E1, should read "not to exceed \$3,600.00 total budget per person plus benefits;" and X. Personnel, item A1 should read effective October 31, 2022. Mrs. Wanda Begay motions to approve the agenda with the recommended changes, second by Mrs. Teresa Gorman.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

IV. PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was led by Leandra Thomas, Acting Superintendent.

IX. NEW BUSINESS

Mrs. Teresa Gorman motions to enter the executive session, second by Mrs. Wanda Begay. Entered into executive session at 6:11 p.m.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

Mrs. Teresa Gorman motions to exit executive session, second by Mrs. Wanda Begay. Exited executive session at 6:35 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 board went into executive session to review procedures for Superintendent evaluation. Procedures that have been used in the past had each board member individually completed their Superintendent evaluation instrument which were sent to legal counsel who collates all of that data and puts them under a single cumulative evaluation as well as the performance pay evaluation portion and that is presented to the Governing Board at the December 2022 board meeting. If the board would like to use those same procedures.

***Discussion and possible action regarding procedures for Superintendent's annual evaluation and performance pay. *Possible executive session per ARS 38-431.03 (A)(1) and 38 431.03 (A)(3) Advice from legal counsel.** Mrs. Teresa Gorman makes a motion to approve the use of the procedure outline for the Superintendent evaluation for Betsy Dobias and using the same procedures for Acting Superintendent Leandra Thomas, second by Mrs. Wanda Begay.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

V. INFORMATION ONLY: Items to be heard only; the Board will not propose, discuss, or take legal action during the meeting unless the specific matter is properly noticed for legal action.

A. Summary of Current Events.

1. **Superintendent –** Acting Superintendent Leandra Thomas provided current events to the board. She stated that on December 1, 2022 is the next board meeting; on November 30, 2022 there will be a 2-hour delay for students as it is a

professional development day; She stated that Thanksgiving Break for students and teachers are going to be from November 21-23, 2022. Dr. Thomas stated that she attended a CSI Training where she got a lot of information and was very informative.

2. **Governing Board** – Judy James extended congratulations to the new board members that will be coming in in January 2023. She stated that there is a lot to be done in the school improvement status. Ms. James stated that she attended an ASBA County meeting on October 26, 2022. She stated that the Indian Policies and Procedures is a very important piece to the Impact Aid application process.
 - a. **2022 Fall NAFIS Conference** – Wanda Begay provided a PowerPoint presentation regarding the NAFIS Fall Conference that she, Judy James, and Betsy Dobias attended in September 2022.

- B. **Celebrations and Recognitions.** Leandra Thomas, Acting Superintendent acknowledged the Employee of the month as AnaManuela Rico, Mina Davis and Shelby Luna; Honorable Mention: Victoria LaFrance, Susie Deschner, Miranda Lee, Mickey Jones (GMS), Hope Willie, and Allison Denetchee. Marcarlo Roanhorse acknowledged and awarded the Ganado Primary Princess Jules Jones and Ganado Intermediate School Princess Ariana Holiday. The Ganado High School Cross Country Team and coaches introduced themselves. The boys team placed 7th with the girls placing 4th at the Arizona State Cross Country meet.

VI. 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. There was no call to the public requests.

VII. 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 Governing Board Meeting Minutes:**
1. October 6, 2022, Regular Board Meeting
 2. October 13, 2022, Special Board Meeting
 3. October 19, 2022, Special Board Meeting
- B. **Ratification of District Payroll and Expense Vouchers FY'22-23.** The action to authorize the majority of the Governing board to sign Payroll and Expense Vouchers in between board meetings per A.R.S. 15-321 was approved on July 14, 2022.

Payroll Vouchers FY'23			Expense Vouchers FY'23		
V#05	08/31/22	\$582,586.40	V#2037	08/29/22	\$9,821.54*
V#06	08/31/22	\$2,308.79*	V#3004	08/31/22	\$95,077.86
V#07	09/07/22	\$663.97*	V#3005	08/31/22	\$7,590.91*
V#08	09/14/22	\$659,262.63	V#3006	09/14/22	\$109,446.71
V#09	09/28/22	\$574,167.23	V#3007	09/15/22	\$1,104,813.85
V#10	09/30/22	\$1,524.70*	V#3008	09/28/22	\$104,426.92
V#11	10/12/22	\$585,345.37	V#3009	10/12/22	\$102,684.20
V#12	10/26/22	\$603,728.88	V#3010	10/26/22	\$196,994.42
*Special Run			*Special Run		

- C. **Student Activities and Auxiliary Bank Accounts:**

GPS SAF	Ending 09/07/22	\$6,879.25
	Ending 10/06/22	\$6,790.65
GIS SAF	Ending 08/31/22	\$9,038.60
	Ending 09/30/22	\$8,975.40
GMS SAF	Ending 08/31/22	\$17,453.94
	Ending 09/30/22	\$17,431.77
GHS SAF	Ending 07/18/22	\$75,266.25
	Ending 09/16/22	\$76,419.07
GHS AUX	Ending 08/04/22	\$23,448.47
	Ending 10/06/22	\$35,683.86

- D. **Month-End Expenditure Budget & Cash Balance Report FY'23:**

1. **Month-End Expenditure Budget Balance and Cash Balance Reports for the month of September 2022 and October 2022.**

Ms. Judy James motions to approve, VII. Consent Agenda, items A-D, second by Mrs. Wanda Begay.

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

Motion Carries: 4, 0, 0

VIII. OLD BUSINESS

- A. **First Second Reading to amend Governing Board Policies: JLCB – Immunization of Students; Regulation JLCB-R – Immunization of Students; Regulation KDB-R – Public's Right to Know/Freedom of Information.** Mrs. Teresa Gorman motions to amend Governing Board Policies: JLCB – Immunization of Students; Regulation JLCB-R – Immunization of Students; Regulation KDB-R – Public's Right to Know/Freedom of Information, second by Mrs. Wanda Begay.

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

Motion Carries: 4, 0, 0

IX. NEW BUSINESS

- A. **Administrative Reports: (No Board Action required)**

1. Acting Superintendent
2. GPS Principal
3. GIS Principal
4. GMS Principal
5. GHS Principal
6. GHS Assistant Principal/CTE Director
7. Athletic Director
8. Exceptional Student Services Director
9. Business Services Director
10. Human Resource Services Director
11. Instructional Services Director
12. Federal Programs & Grants Director
13. Transportation Supervisor
14. Facility Maintenance Supervisor
15. Emergency Response Supervisor
16. Technology Supervisor
17. Food Service Supervisor

There is no board action required for Administrative Board Reports.

- C. **Discussion and possible action to approve the Arizona Board of Regents College and Career Goal Arizona Programs Data Sharing Agreement.** Mr. Marcarlo Roanhorse motions to approve the Arizona Board of Regents College and Career Goal Arizona Programs Data Sharing Agreement, second by Mrs. Wanda Begay.

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 the purchase of online security and threat response subscription through CStor in the amount of \$195,807.30 and the current subscription is expiring on July 2023.** Mrs. Teresa Gorman motions to approve the purchase of online security and threat response subscription through CStor in the amount of \$195,807.30 and the current subscription is expiring on July 2023, second by Mr. Marcarlo Roanhorse.

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 the purchase of Renaissance Products & Services to include Renaissance Accelerated Reader 360, Renaissance Star Early Literacy, Renaissance Star Math and Renaissance Start Reading in the amount of \$10,619.28.** Mrs. Wanda Begay motions to approve the purchase of Renaissance Products & Services to include Renaissance Accelerated Reader 360, Renaissance Star Early Literacy, Renaissance Star Math and Renaissance Start Reading in the amount of \$10,619.28, second by Mr. Marcarlo Roanhorse.

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

Motion Carries: 4, 0, 0

- F. **Presentation and discussion of the Emergency Management Procedures regarding Prevention and mitigation strategies in the fight of COVID-19.** Fred Yazzie, Emergency Response Supervisor provided the Prevention and mitigation strategies in the fight

of COVID-19. Mr. Yazzie stated that within the past few weeks, the district has been experiencing high levels of COVID-19 within the district among the students and staff. He stated that based on that administration is trying to devise a more stringent protocol to control and prevent the spread within the district which is interfering with the in person learning of the students. He stated that he is working with Sage Memorial Hospital where they are discussing prevention and mitigation strategies. He stated that they are going over the plan that is currently in the Emergency Response Management plan and are revising the plan. The plan has currently been shared with the leadership team who is reviewing and providing input. Mr. Yazzie shared with the board on the COVID-19 testing that was previously done as well as the booster vaccination event that was previously done to assist in the fight of COVID-19. Mrs. Wanda Begay motions to further review and discuss the Prevention and mitigation strategies, second by Mr. Marcarlo Roanhorse. Mr. Roanhorse stated that he requested this item to be on the agenda as he is getting questions from parents about various things and to be more thorough about screening such as temperature checks. He stated that in the plan that screening may be implemented, he wanted to know what screening it is talking about. Mr. Roanhorse stated that the plan states that school nurses will receive more training so that they know how to screen, contact tracing, and identify symptoms. He wanted to know if that training has occurred and when that will be established. He wanted to know if this plan was distributed to all staff members. Mr. Roanhorse stated that Mr. Yazzie mentioned that he is working with Sage Memorial Hospital. He asked if Mr. Yazzie is working with the Incident Command Personnel at Sage Memorial Hospital as parents are stating that COVID-19 is spread within the schools. He wanted to know if Sage Memorial Hospital is aware of the numbers. Mr. Yazzie stated that they are working on the policy and procedures of the mitigation strategies regarding COVID-19 and all are geared toward the prevention and safety of the students and staff. A lot of the time it extends to working with the parents and being consistent district-wide as there is a lot of confusion among the parents and students. Mr. Yazzie stated that the document is a working document that is still being worked on. They are currently working on the athletics sections and the return to school/work section. Mr. Yazzie stated that Sage Memorial Hospital is willing to provide the health assistants with training that is currently being scheduled. Mr. Yazzie stated that they are starting to reintroduce the temperature checks and questionnaires in the schools and school buses. He stated that they are comparing the 5-day and 10-day isolation periods with Sage Memorial Hospital. He stated that he is getting everyone involved. As far as contact tracing and student information on those students who have been coming in with symptoms have not been collected, which is a recommendation of Sage Memorial Hospital. Mr. Yazzie stated that the data collection should be done and should correlate with Sage Memorial Hospital's information. Due to a lack of certification within the district to perform COVID-19 testing, the district is relying on Sage Memorial Hospital to perform testing. Mrs. Begay asked about what kind of COVID-19 information has been provided to students and parents. Mrs. Begay wanted to know if there are protective sneeze guards in the classrooms; if the district has Personal Protective Equipment (PPE) available for staff and ensure staff is wearing their masks. She stated that the district needs to make sure that students are asked questions about where they have been, especially if they have symptoms. She said that she encourages the district to have test kits available as anyone can test. There are a lot of resources on the websites that the district can utilize. Mr. Yazzie stated that they are utilizing the Centers for Disease Control (CDC) guidelines, Navajo Nation Guidelines, and Safe Schools Guidelines as resources to guide the policy. Mr. Yazzie suggested that the district provide information at the community level like at the chapter houses. He stated that they have been sending out letters to the parents reminding them to have their children stay home if they are sick. Mr. Yazzie stated that the Bus Drivers are continually taking temperatures before the students get on the bus, as well as temperature checks in the school and office buildings. He stated that the custodial staff is continually sanitizing the high-traffic areas in the school buildings. Mrs. Begay stated that once the plan is complete, that the district put it on the website, and distributes it among the students and parents, and out in the community. She reiterated that PPE is available for staff this winter season due to the rise of COVID-19. She stated that as the Emergency Response Supervisor that he monitors the students and staff and if they are not in compliance that he re-educate them. Ms. James stated that the district follows CDC guidelines, the Navajo Nation, and the State of Arizona. Mrs. Teresa Gorman asked if pool testing will be utilized again as some people are advised to return to school and work even if they tested positive. Mr. Yazzie stated that pool testing results are not available right then and there, so the school health assistants have been testing at the school level to get quick results. Mr. Roanhorse asked who is involved in reviewing this mitigation plan in the district. Is there an incident command system in place and whether there is a team to review the plan. He wanted to know at what point the board will be involved in providing input in the plan. He wants this to be enacted and implemented as soon as possible. He also asked if the mandatory staff vaccination is still being followed. Mr. Roanhorse asked how the team is planning on addressing the possibility of the Navajo Nation doing away with the mask mandates once the Navajo Nation President's office does a change over as that was a part of their platform. He recommends that staff take advantage of staff and development training programs with the Navajo Nation to possibly provide training. Mr. Yazzie stated that the incident command involves the leadership team as a part of the ICS Command System. There is a plan to revise the Emergency Response Plan later on. Mr. Yazzie stated that only 23 staff members were vaccinated when the district set up a booster vaccination event. Mr. Yazzie stated that they continue the mask mandates to continue even though the mask mandate is lifted within the Navajo Nation. He stated that there is a lot of training online and it is just a matter of scheduling the training. Ms. Pete stated that all employees are vaccinated except for two who fall under a medical exemption. She stated that the language needs to be revised in the policy as there are more vaccinations that are available if that is something the board wants to do going forward. Ms. Pete stated that the district administration has been talking to legal about mask mandates if they are lifted in the Navajo Nation, the legal team advised that the district will have to change the language to state that the district highly recommends masks and would have to leave it up to individuals. Mrs. Gorman stated that this item should go on the next board meeting agenda as this is listed as information only. Ms. James stated that the district is governed by the Arizona State Statute and if the new administration at the Navajo Nation regarding COVID-19, under their jurisdiction, then in her opinion she stated that the board can set their protocol as a state funded school under the state jurisdiction.

- A. Discussion and possible action to approve Resignation of Classified Staff:
 - 1. Darlene James, Custodian Effective October 4th, 2022
 - 2. Ramon Etsitty, Bus Driver/Transportation Worker Effective October 26, 2022
 - 3. Ethel Carty, Secretary IV Effective October 13, 2022
- B. Discussion and possible action to rescind offers of supplemental contract for coach position:
 - 1. Delvecchio Wilson, GHS Cheer Coach
- C. Discussion and possible action to approve hire/placement of Classified Staff for FY'2022-2023:
 - 1. Matilda Begay, Food Service Worker II
- D. Discussion and possible action to approve Non-Lateral Transfer for SY'2022-2023:
 - 1. Amiel Labor, Non-Lateral Transfer from Health Assistant to Teacher
 - 2. Theresa Watchman, Non-lateral Transfer from Registrar/Attendance Clerk to Secretary IV
- E. Discussion and possible action to approve Supplemental Contracts/Extra Duty Pay for FY'2022-2023:
 - 1. Ganado High School staff to assist with Saturday School tutoring for Credit Recovery, Math and English up to 5 hours on Saturdays for up to 24 Saturdays for each teacher listed at \$30.00 per hour not to exceed \$3,600.00 total budget per person including plus benefits:
 - a. Nieva Aventura
 - b. Bryant Etsitty
 - c. LaVonne Juhf
 - d. Roberta Gollither
 - e. Elaine Miller
 - f. Sarah Wilson
 - g. Sarah Dedman
 - h. Julian Chee
 - i. Patricia Begay
 - j. Robert Berkey
 - k. Mickie Wright
 - l. Klair Kithl
 - m. Therron Todacheenie
 - n. Tjasa Vessel-Ames
 - o. Marilyn Benally
 - p. Jan Vagillia
 - q. Byrone Williams
 - 2. Provide substitute services during their respective prep periods for SY'2022-2023:
 - a. Korey Curtis
 - 3. Ganado High School Club Managers and Sponsors:
 - a. Career Technical Student Organization (CTSO) Advisor: Korey Curtis, Welding/SkillsUSA
 - 4. Ganado High School Coach recommendations for Winter Season:
 - a. Assistant Cheer Coach to GHS Head Cheer Coach: Sherri Brown
 - b. Strengths and Conditioning Coach: Byrone Williams
- F. Discussion and possible action to approve Substitute Teachers for SY'2022-2023:
 - 1. Layncon Hubbard

Mrs. Teresa Gorman motions to approve X. Personnel, items A-F, second by Mr. Marcarlo Roanhorse.

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

Motion Carries: 4, 0, 0

XI. REQUEST FOR FUTURE AGENDA ITEMS

- Mrs. Teresa Gorman requested to review Business Services Director, Henrietta Keyannie's Board Report at the December 2022 Regular Board Meeting.
- Ms. James is requesting to get an update on the School Improvement Status.
- Mr. Roanhorse would like to schedule a day to recognize the district's outgoing board members.

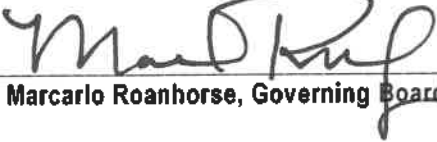
XII. ANNOUNCEMENTS

- A. Next Regular Board Meeting, December 1, 2022
- B. Thanksgiving Break, No School, November 21-23, 2022

- C. Thanksgiving Holiday, November 24-25, 2022
- D. Professional Development, November 30, 2022

XIII. ADJOURNMENT: Mrs. Teresa Gorman motions to adjourn, second by Ms. Judy James. The meeting adjourned at 9:13 p.m. by acclamation.
Voice Vote: ALL – Aye;
Motion Carries: 4, 0, 0

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.
Completed on November 21, 2022

Dated this 8th day of December, 2022


Marcarlo Roanhorse, Governing Board President