



Grand Canyon Unified School

April 17, 2017

6:00PM

Special Board Meeting

Minutes

Members of the Governing Board may attend either in person or by telephone conference call.

All items on the agenda may be discussed, considered or decided at this meeting.

SPECIAL BOARD MEETING

Call to Order

Members Present: Mr. Kevin Hartigan, President; Mr. Brian Donehoo, Clerk President; Ms. Jennifer Allen, Member; Ms. SuZan Pearce, Member; Mr. Pete Shearer, Member by phone. Motion to start Special Board Meeting made by Mr. Kevin Hartigan. Seconded by Ms. Jennifer Allen. Motion Passed 6:09PM 5-0.

Also in attendance: Dr. Shonny Bria, Superintendent; Mr. Matthew Yost, Assistant to the Superintendent; Mr. Ivan Landry, Building and Maintenance Director; Ms. Barbara Shields, Food Service Director.

Pledge of Allegiance

The pledge was recited

Approval of Agenda

Mr. Kevin Hartigan made a motion to approve the Agenda. Seconded by Ms. SuZan Pearce. Motion passed 6:11PM 5-0.

Call to the Community

None

Presentation / Correspondence/ Discussion

None

Consent Agenda

None

Old Business

- A. Approval of REMAL contract with revised dates (No other changes to contract)

Ms. Jennifer Allen made a motion to approve REMAL contract with revised dates. Seconded by Ms. SuZan Pearce. Motion passed 6:13PM 5-0.

B. EXECUTIVE SESSION

1. Discussion and Possible action regarding completion of probationary observation for Food Service Director position and potential approval of compensation for full status in position.

Final 5/3/17

Mr. Kevin Hartigan made a motion to enter Executive Session regarding completion of probationary observation for Food Service Director. Seconded by Ms. SuZan Pearce. Motion passed 6:16PM 5-0.

Mr. Hartigan made motion to Resume Special Board Session. Seconded by Ms. SuZan Pearce Motion Passed 6:41PM.

Resume Special Board Session

Mr. Kevin Hartigan made a motion to set the base compensation to Food Service Director base salary to \$65,000 for the second 6 months of the 2016-2017 FY retroactive from January 1, 2017. Seconded by Mr. SuZan Pearce. Mr. Kevin Hartigan and the Board stated that this increase in pay for the Food Service Director was for all the value she has brought to the program, including increased participation numbers, work ethic, extra hours, clean audit and accountability. Motion passed 6:53 PM 5-0.

Mr. Kevin Hartigan made a motion to enter Executive Session regarding completion of probationary observation for Transportation and Maintenance Director. Seconded by Ms. Jennifer Allen. Motion passed 6:54PM 5-0.

Mr. Kevin Hartigan made motion to Resume Special Board Session. Seconded by Ms. SuZan Pearce. Motion Passed 7:13PM.

Resume Special Board Session

Mr. Hartigan made a motion to set the base compensation to Maintenance and Transportation director base salary to \$65,000 for the second 6 months of the 2016-2017 FY retroactive from January 1, 2017. Seconded by Ms. SuZan Pearce. Mr. Kevin Hartigan stated that this increase in compensation is due to the department's raised morale. The quality of work was impressive due to the Director's continued responsibilities to work on the buses, while doing all the required paperwork, including purchasing requirements, while also working without the foreman position and directing many employees. He is also honest, accountable, and detailed oriented. Motion passed 7:18PM 5-0.

New Business

None

Report

None

Consideration of items for future regular board meetings

Pay scale for administration

Next Board Meeting date May 3

Mr. Kevin Hartigan made a motion to take 5 minute break. Seconded by Mr Brian Donehoo. Motion passed 5-0 7:24PM.

Mr. Pete Shearer requested to be called back when 5 minute break ended.

Mr. Pete Shearer was contacted via telephone.

Ms. Jennifer Allen made a motion to Resume Special Board Session. Seconded by Ms. SuZan Pearce. Motion passed 5-0 7:26PM.

Resume Special Board Session

Executive Session Regarding Discussion and Possible Action Superintendent Evaluation and Negotiation (Policy CBI)

Executive Session for Superintendent Evaluation pursuant to A.R.S. Section 38-431.03 (A)(1) for the purpose of: (1)

discussion and possible action for consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting.

Mr. Kevin Hartigan made a motion to enter into Executive Session regarded superintendent evaluation and negotiation according to policy CBI. Seconded by Ms. SuZan Pearce. Motion passed 5-0 7:33PM

Mr. Kevin Hartigan made motion to resume Special Board Session. Seconded by Ms. Jennifer Allen. Motion Passed 5-0 9:03PM.

Resume Special Board Session.

1. Due to the renegotiation of the Superintendent contract and the mandatory increase required due to renegotiation, Mr. Kevin Hartigan made a motion that Dr. Shonny Bria's salary shall be increased by five percent (5%) for the FY 2016-17. The percentage equals the percentage awarded by the Governing Board to all 12 month administrators for the corresponding fiscal year 16-17.

Supporting Data

FY 2015-16 salary \$99,210.40

FY 2016-17 salary \$99,210.40 + \$4960.52 (5% of \$99,210.40) = \$104,170.92

Seconded by Ms. SuZan Pearce. Motion passed 5-0 9:31PM.

2. Following discussion regarding extra duty tasks performed by the Superintendent, Mr. Kevin Hartigan made a motion for the Board President to work with legal counsel on the details of the renegotiation of the Superintendent Contract for 17-18 school year. Specifically, (The renegotiation was triggered based on documentation of time spent with tasks/issues identified that have created extra duty and additional time spent as the Superintendent, that were not contemplated by the Parties during the initial contract negotiations. The list includes mentorship of the superintendent position and principal position(calendar documentation); lack of secretarial assistance including Human Resources (lists of items normally handled by secretary that involved various audits and confidential documentation); working with auditors to reduce District USFR Findings (hours of phone calls, travel to Flagstaff and Phoenix, Audit RFP's, etc); and working with District legal/Trust Legal, Trust investigators, and other resources (see confidential list in sealed envelop)). The 17-18 contract is a one year contract to include the wording of the 16-17 contract with the following additional changes: a Base Salary of \$125,000; a Performance Pay percentage up to 10%; converting Auto Reimbursement to annual Auto Allowance of \$8,400; an Annuity of \$10,000; a Civic Responsibility of \$5,000; and a Technology Allowance of \$3,600 (already in Superintendent's contract page 2)

Supporting Data

FY 16-17 salary \$104,170.92

FY 17-18 salary \$125,000.00

Salary increase (\$20,829.08) = 19.99%

Benefit increase (Annuity, \$10,000)

Other changes to the contract:

Final 5/3/17

Currently, Dr. Shonny Bria averages \$700 a month on mileage reimbursement with-in Coconino County (she fills out reimbursement forms). For FY 17-18, her contract will provide a \$700 Mileage Allowance. (No change in amount reimbursed however Dr. Shonny Bria will now be charged income tax on the mileage allowance.)

On December 7, 2016, all administrator contracts (with the exception of the Superintendent) had changes in how to calculate performance pay. Instead of an amount, the performance pay is based on a percentage (%) of an administrator's current salary. The superintendent's performance pay will be based on up to 10% of the Superintendent's current salary.

Dr. Shonny Bria has never had a Civic Responsibility Allowance.

Seconded by Ms. Jennifer Allen. Mr. Pete Shearer spoke that this motion is fiscally irresponsible for a pay and compensation increase more than 50% due to the lack of AZMerit scores for the district to gauge the school performance. Mr. Kevin Hartigan disagreed with Mr. Pete Shearer. Motion passed 4-1 10:06PM.

Adjournment

Mr. Kevin Hartigan made a motion to adjourn. Seconded by Ms. SuZan Pearce. Motion passed 10:11PM

Respectfully submitted by, Matthew Yost Date 5/3/17
Matthew Yost

Kevin Hartigan
Kevin Hartigan, President

Brian Donehoo
Brian Donehoo, Clerk

SuZan Pearce
SuZan Pearce, Member

Jennifer Allen
Jennifer Allen, Member

Pete Shearer
Pete Shearer, Member