



## Grand Canyon Unified School

December 15, 2016 6:30 PM

### Special School Board Meeting - Minutes

#### REGULAR BOARD MEETING

##### Call to Order

Members Present : Brian Donehoo, Acting President ; SuZan Pearce, Member; Pete Shearer, Acting Clerk.

Mr. Donehoo called the regular meeting to order at 6:32 PM. Mrs. Pearce seconded the motion. Motion carried 3-0.

##### Approval of Agenda

Mr. Donehoo made a motion to approve the agenda at 6:33 PM. Mrs. Pearce seconded the motion. Motion carried 3-0.

##### Old Business

Discussion and possible approval of the 2016-2017 SY plan for Proposition 301 Performance Pay. - Ms. Rommel

Ms. Lori Rommel addressed the Board about the updated 301 plan. Updates to the 2016-2017 SY Proposition 301 Performance Pay were explained to the Board. The five Parts of the 301 plan (A,B, C,D,and E) were updated to reflect the school Board's recommendations from the prior Board meeting. Part A Individual performance Plan was discussed at length. In the presented plan the teachers will be able to receive 100%, 80%, 70% or 0% of Part A based on their evaluation scores. Administration did a dry run of this process from last years observations and found that 13 teachers would have qualified for 100% of Part A, 14 would have qualified for 80% of Part A, 0 would have qualified for 70% of Part A and only 1 teacher would have not qualified for any individual performance plan payouts from part A. Questions were presented about what happens to money not given out to teachers. Ms. Martinez stated that this year the money would roll over to the next year's total payout amount. Ms. Rommel stated that she believed that the leftover amount would be paid out at the end of the current year. The Board said that they would revisit the process used to pay out or rollover the funds at the end of this school year.

Mr. Donehoo made a motion to approve the 301 plan as presented 7:03PM. Motion seconded by Mr Shearer. Motion passed 3-0.

##### New Business

Discussion and possible action regarding suspension of policy GCCG Professional / Support Staff Voluntary Transfer of Accrued Sick Leave.

Dr. Bria addressed the Board about the reasoning for the request for suspension of policy GCCG. Dr. Bria explained that we currently have two teachers out due to pregnancy and have a third beginning in January. Two of the pregnant teachers have had complications and have had unexpected additional hospital stays. One of the Elementary teachers was admitted to the hospital at the beginning of the Christmas break. Current Sick Bank Policy only allows staff members who have over 30 days of accrued undesignated time to donate days to the Sick Bank. The District's asking the Board to suspend the current policy to allow staff members, who have less than the 30 days be able to also





## **Grand Canyon Unified School**

**December 7, 2016**

**Public Presentation on the Current Override 6:00 PM**

**Regular Board Meeting Minutes**

### **Presentation of Current Override**

Mr. Donehoo called the Public Presentation to order at 6:12PM.

Ms. Brenda Martinez presented information about the M&O override of FY 2013-14. The District Override is 7 years long and started in FY 2014-15. In the last 2 years of the override (FY 2019-20 and FY 2020-21) the amount received will be reduced by  $\frac{1}{3}$  and  $\frac{2}{3}$  respectively. Currently we are in year 3 of the override. Ms. Brenda Martinez answered various questions from the Board. Ms. Brenda Martinez mentioned that Blue Ridge has a similar time frame for their override.

Mr. Shearer asked when the next possible override date would be. Ms. Martinez stated it would be November of 2018.

Dr. Bria stated that this presentation was going to be repeated numerous times to inform the public of the importance of the override. This presentation will be repeated in Tusayan in late Spring.

Mr. Shearer thanked Ms. Martinez for the presentation and starting the conversation so early in the process.

Dr. Bria thanked Mr. Shearer for working so hard to strengthen the district as a whole.

There was a brief discussion about impact aid. Dr. Bria stated that the reason we had such a high current impact aid amount was due to Mr. Wallen's grant writing and tenacity for tracking down prior year funds. Ms. Brenda Martinez added input about the importance of keeping a rainy day fund in case impact aid is reduced or payments are delayed by the Federal Government.

Public Presentation Ended at 6:46PM.

### **Regular Board Meeting**

Mr. Donehoo called the regular board meeting to order at 6:49PM.

#### **Call to Order**

Members Present : Brian Donehoo, Clerk acting President; Jennifer Allen, Member; SuZan Pearce, Member; Pete Shearer, Member acting Clerk

Motion that Mr. Shearer act as the secretary/clerk was made by Mr. Donehoo. Mrs. Pearce seconded the motion. Motion carried 4-0.

#### **Pledge of Allegiance**

Pledge of Allegiance was recited

#### **Approval of Agenda**

Motion to approve the agenda was made by Mr. Donehoo. Seconded by Mr. Shearer. Motion carried 6:50PM 4-0.

### **Call to the Community**

Done

### **Discussion Regarding Clarification of Basis of FY15-16 Payments to Administrative Staff Originally Labeled as Performance Pay**

The Board may vote to enter into executive session pursuant to A.R.S Section 38-431.03(A)(3) for legal advice.

Motion to enter Executive Session made by Mr. Donehoo. Seconded by Ms. Pearce. Motion passed 6:52PM 4-0.

The Board resumed Regular Session 6:59PM.

### **Clarification of Payment Labeled Performance Pay**

Mr. Kavanagh was asked to state what was being recommended for clarification. He recommended that the Board take action to clarify the approval of payment of funds to Dr. Shonny Bria for work done in the FY15-16 school year as being payment made for work done outside of the scope of the job description to the work done under contract.

Mr. Kavanagh recited a list of extra duties performed by Dr. Bria. Dr. Bria was given a 3 year contract as Superintendent beginning in FY15-16. During the first year of the three contract (FY16,17,18) Dr. Bria was asked to complete duties outside the normal superintendent responsibilities. Throughout the year, she met with Trust representatives, various law firms, accounting consultants, benefit consultants, and Federal and State officials. Most of these meetings were held on Fridays, a non working day and many requiring Thursday evening travel to Phoenix.

A motion was made by Mr. Donehoo to clarify the approval of payment of funds to Dr. Shonny Bria in the amount of \$10,000 for work done in the FY15-16 school year as being payment made for work done outside of the scope of the job description to the work done under contract. Seconded by Ms. Allen. Motion passed 7:05PM 4-0.

### **Discussion regarding Possible Reassignment**

The Board may vote to enter into executive session pursuant to A.R.S Section 38-431.03(A)(1) for legal advice.

Discussion or consideration of employment assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that , with the exception of salary discussions, an 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.

Motion to enter into Executive Session was made by Mr. Donehoo. Ms. Allen seconded the motion. Motion passed 7:06PM 4-0.

The Board resumed Regular Session 6:59PM.

A motion was made to table discussion regarding Possible Reassignment by Mr. Donehoo. Ms. Pearce seconded the motion. Motion passed 7:55PM 4-0.

### **Administration Employment Contracts**

In accordance with A.R.S. Section 38-431.03(A)(1), the Governing Board may vote to enter into executive session for purposes of discussion and possible action regarding 2016/2017 administrative employment contracts for the following employees: Dr. Karen Lehman, Mr. Tom Rowland, Mr. Derrick Tutt, Ms. Lori Rommel, Mr. Matthew Yost, Mr. Ivan Landry and Ms. Barbara Shields

Motion to enter into Executive Session was made by Mr. Donehoo. Mr. Shearer seconded the motion. Motion passed 7:56PM 4-0.

Board resumed Regular Session 6:59PM.

A motion to approve the administrative contracts of Dr. Karen Lehman, Mr. Tom Rowland, Mr. Derrick Tutt, Ms. Lori Rommel, Mr. Matthew Yost, Mr. Ivan Landry and Ms. Barbara Shields and increase Ms Martinez contract to .5 using the same template with final review of legal counsel was made by Mr. Donehoo. Seconded by Mr. Shearer. Motion passed 8:31PM 4-0.

Motion to take a five minute break made by Mr. Donehoo. Seconded by Ms. Pearce. Motion passed 8:32PM 4-0.

Motion to resume meeting made by Mr. Donehoo. Seconded by Ms. Pearce. Motion passed 8:37PM 4-0.

#### **Presentation / Correspondence / Discussion**

None

#### **Consent Agenda**

Dr. Bria requested making a motion to approve the consent agenda as presented with notice of second agenda adding one substitute teacher. Motion to approve the consent agenda as presented. Seconded by Mr. Donehoo. The motion passed 8:39PM 4-0.

Dr. Bria reminded the Board that a thank you letter, would be sent to the Town of Tusayan and Xanterra for donations and continued support.

A. Approval of Governing Board Meeting Minutes: (BEDG, BEDG-R)  
November 9, 2016, Regular Meeting Minutes

Approval of Public Hearing Minutes:(BEDG, BEDG-R)  
November 15, 2016, Public Hearing Minutes

B. Payroll Vouchers  
FY 16-17 # 6 \$199,550.16    FY 16-17 # 11 \$124,980.11  
FY 16-17 # 12 \$134,325.78

C. Expense Vouchers  
FY 16-17 # 9008 \$37,968.66  
FY 16-17 # 9009 \$18,009.33

D. Approval of Travel:  
Elna Perkins, NPS Headquarters December 1, 2016  
Michelle Blank, Tusayan Airport and McDonald's December 14, 2016  
Amanda Campbell, Squire Best Western December 15, 2016

E. Approval of Donations:  
Town of Tusayan donation of Band equipment  
Xanterra non solicited donation of \$1000.00 to support youth education

F. Approval of Odyssey of the Mind Coaches and Coordinators:  
Primary Team Eden Stine - OM Head Coach, Stephanie Purcell - OM Assistant Coach \$500.00 Each  
Division I Joe Rabon - OM Head Coach, and Kecia Torvivo- OM Assistant Coach \$500.00 Each  
Division I Cynthia Keller- OM Head Coach, and Kelly Stone- OM Assistant Coach \$500.00 Each  
Division II Katie Morris- OM Head Coach, and Laura Worcester - OM Assistant Coach \$500.00 Each

Odyssey of the Mind - Kerrie Nelson and Jonathon Trigs- OM Co-Coordinators \$500.00 Each

Approval of Class / Student Sponsors:

Student Sponsors

Elementary Student Council - Leanne Martinez \$750.00  
Middle School Student Council - Stephanie Percell \$1,000.00  
High School Student Council - Cyndi Moreno \$1,000.00

Class Sponsors

Freshman Class Sponsor - Gretchen Bilton \$750.00  
Sophomore Class Sponsor - Rosie Evans \$750.00  
Junior Class Sponsor - Sara Newton \$1,000.00  
Senior Class Sponsor - Bentley Monk \$1,000.00

H. Approval of the Rotary Interact as a School Club

I. Approval of Substitute Teacher: Brenda Clark \$120.00

**Old Business**

Approval to change the wording in the current Board approved mission from "believes in providing" to "is to provide". A motion was made to change GCUSD Mission Statement to "provides a relevant, rigorous" by Ms. Pearce. Seconded by Mr. Shearer. Motion passed 4-0.

**New Business**

**Approval of the 2016-2017 SY plan for Proposition 301 Performance Pay. Mr. Brad Houston.**

Brad Houston presented the 2016-2017 SY plan for Proposition 301 Performance Pay. Mr. Houston stated that the 301 Committee met on multiple dates. He also noted that the staff voted in excess of the required 70% approval rate, which must be done on an annual basis. Mr. Houston read the 5 different school performance measures labeled A through E as follows: A. Individual Performance Plan, B. School/ District Rating, C. Attendance Rate, D. Parent/Student School Climate Survey and E. Professional Responsibility Component. Mr. Houston stated that the team is working towards a more refined 301 Plan to meet new the required teacher evaluation system. Mr. Houston stated that the 301 Committee would like the Board to approve the current plan presented tonight with the caveat that the plan be updated in January to meet the required teacher evaluation/ accountability criteria.

Mr. Shearer suggested that the Board approve paying 50% of the 301 Plan tonight with the understanding that the criteria be finalized at the next board meeting. Mr. Donehoo indicated that the entire package should be approved before December 15, 2016. The 50% payout would be placed on the last December paycheck for each teacher that qualified for the Professional Responsibility Component. The Board agreed to meet on the evening of December 15, 2016 to approve the accountability section of the 301 proposal. Mr. Shearer made a motion to approve the 50% of the 301 Plan tonight with the understanding that the Board will meet on December 15, 2016 to approve the plan in its entirety. Seconded by Ms. Pearce. Motion passed 9:11PM 4-0.

**Approval Policy BGF and GCCG**

Mr. Donehoo made a motion to approve Policy BGF and GCCG. Seconded by Ms. Pearce. Motion passed 9:16PM 4-0.

**Approval to grant permission of District to retire specific inventory (Policy DID)**

Ms. Pearce made a motion to accept the list of items that are listed as retired or obsolete. Seconded by Mr. Shearer. Motion passed 9:18PM 4-0.

**Reports**

Business Manager Report - Brenda Martinez

Ms. Martinez presented the November Consolidated Board report. Working with Mr. Wallen to work on Title I and II grants. Questions were asked about Stilo and the Building Renewal grant.

Principal Report - Mr. Tom Rowland

Mr. Rowland Presented Principals Report key points: school attendance rate of 93% and greatly successful community outreach meeting in Tusayan on November 15th.

SPED Report - Dr. Karen Lehman

Dr. Lehman presented the SPED Report key points: ADE Auditor is impressed with the current state of the SPED program and the ADE audit is progressing wonderfully.

IT Report - Mr. Derrick Tutt

Mr. Tutt presented IT Report key points: ATI Galileo testing is coming up and computer labs have been updated for this purpose.

Maintenance & Operations Report- Mr. Ivan Landry

Mr. Landry presented the Maintenance & Operations Report - Board thanked Ivan for being so thorough in his written report.

Food Services Report- Ms. Barb Shields

Dr. Bria presented the Food Services Report and pointed out the additional numbers for participation in the lunch program.

Superintendent Report - Dr. Shonny Bria

Next meeting January 11 2016 at Tusayan Town Hall

ASBA Board Conference December 14-16

Policy JJJ - Background Information

Titan Community Care Program - Matt Yost

Dr. Bria informed the Board that the Impact Aid Application due to the State is almost complete with the help of Mr. Wallen and Mr. Yost.

**Consideration of Items for Future Regular Board meetings**

- **Community ball field status,**
- **Policy JJJ to be presented to the Board in February**
- **Presentation about the minimum wage law in February.**

**Adjournment**

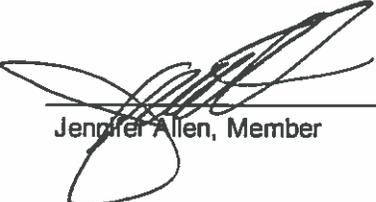
Mr. Donehoo made a motion to adjourn School Board meeting at 9:47 PM. Seconded by Ms. Pearce. The motion passed 4-0.

Respectfully submitted by,  Date 11/16/17  
Matthew Yost

  
Kevin Hartigan, President

  
Brian Donehoo, Clerk

  
Suzan Pearce, Member

  
Jennifer Allen, Member

  
Pete Shearer, Member