

**CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD MINUTES**  
**taken Tuesday, March 10, 2015**

CAMP VERDE UNIFIED SCHOOL DISTRICT MULTI-USE COMPLEX LIBRARY  
280 CAMP LINCOLN ROAD  
CAMP VERDE, ARIZONA 86322

BOARD VISION STATEMENT

*Inspiring today's students to become tomorrow's leaders.*

MISSION STATEMENT

*Camp Verde Unified School District will provide opportunities to cultivate academic and personal achievement and service to others within a community of respect.*

7:00 PM REGULAR SESSION

1. WELCOME AND CALL TO ORDER

Board President Freeman called the meeting to order at 6:59 pm.

2. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE

Camp Verde Middle School Principal Mr. Howe introduced Logan Pratt, Middle School student representative of the 38<sup>th</sup> Annual Yavapai County Spelling Bee, to lead the Pledge of Allegiance.

3. ROLL CALL

Board Members Present were: Mrs. Helen Freeman, Mr. Bob Simbric, Mr. Tim Roth, Mrs. Christine Schneider and Mrs. Kitty McDowell.

4. AGENDA REVIEW AND ACCEPTANCE

Mrs. Freeman stated that she received a request to pull item 7.a. i. from the consent agenda. Motion: Mrs. Schneider moved, seconded by Mr. Simbric to accept the agenda as currently outlined with the exception of consent Item 7. A. i. (Acceptance of Resignations/Retirements). The motion carried 5-0.

5. PUBLIC PARTICIPATION

Elementary teachers Janna White and Sandie Reddell invited the Board Members to judge at the upcoming STEM (Science) Fair on March 25, 2015. Middle School Johnson O'Malley Tutor Cindy Eaton and Middle School Teacher Robin Tankesley recognized Native American students Jared Beauty and Darien Loring. Jared Beauty received the Rising Star Award and Darien Loring received the Native American Youth Leadership Award. Yavapai-Apache Tribal Chairman Thomas Beauty addressed the Board expressing his gratitude with regards to crossing barriers in educating the Yavapai-Apache students. He was thankful for the collaboration of the teaching staff at CVUSD attending Yavapai-Apache 101 classes and learning about the Nation's multi-cultural students.

6. STAFF/STUDENT/COMMUNITY RECOGNITION

- Camp Verde Elementary School Principal Sara Marcum recognized students who participated in the Camp Verde Bugle, Design-an-Ad contest: Lexis Griffin, Tori Black, Kailee McKinley, Hannah Mahan, Sulema Paniagua, Chloe Tacner, and McKenna Martin. The students designed ads for local businesses in the Verde Valley. The ads were published in the Bugle Newspaper, on Sunday, February 8<sup>th</sup>. She presented certificates to the students and thanked the teachers that helped to encourage and guide the students in the project.
- Mrs. Marcum noted that Gifted Teacher Mrs. Meyer will be taking a team of students to Embry Riddle to compete in a Math and Science competition on March 23, 2015.
- Camp Verde Middle School Principal Danny Howe recognized Middle School Math Club students who received Top Honors at the Regional Math Competition: Doug Harms, Bailey Jager, Steven Petty, Logan Pratt, Steven Mahan, Domanic Renik, Tabitha Freeman, Chelsey Battise, Ethan Zapeda, Brittany Gunter, Evan Kearns, and Kelton O'Grady. Mr. Howe also recognized Math Teachers/Team Coaches: Eric Hansen, Adrienne Wright and Mark Colbert who introduced their students and awarded them with certificates of appreciation. The

students did extraordinarily well in the Northern Arizona Math Competition. The 8<sup>th</sup> grade team took the trophy for the best team in Arizona.

- Fifth-Day Microsoft Instructor Shelley Surber and her students demonstrated the computer skills they have picked up during Fifth-Day enrichment. Students, Jasmine Fang, Kylie Green, Shaelee Manning-Bullard, Shaun Harmon, and Lorelei Freeman put on Powtoons, Padlet, Wordle, Edmodo and Microsoft Word demonstrations for the Board.

7. CONSENT ITEMS

Motion: Mr. Simbric moved, seconded by Mrs. Schneider to approve the consent agenda Items with exception of Item 7.a.i. The motion carried 5-0.

7.5 DISCUSSION AND POSSIBLE BOARD ACTION REGARDING ITEMS REMOVED FROM THE CONSENT AGENDA

Motion: Mr. Simbric moved to accept the retirements of John Bohan, and Gary Morgan, but moved to table the resignation of Steve King until a later date. Mrs. Schneider seconded the motion. The motion carried 5-0.

A. PERSONNEL MATTERS –

- i. Acceptance of Resignations/Retirements: John Bohan, Elementary Teacher, retirement effective end of SY 2015; Gary Morgan, Special Education Elementary Teacher retirement effective SY 2015; ~~Steve King, South Verde Principal, effective end of SY 2015 (tabled)~~
- ii. Transfers:
- iii. Terminations:
- iv. Employment Offers:
  - a. Certified:
  - b. Classified:
  - c. Transportation:
  - d. Substitutes:
  - e. Coaches: Nate Jackson, Middle School Baseball Coach
  - f. Volunteers: Richelle Dimmick Phillips, High School; Alexander Kristopher Tapia, High School Football Coach 15-16; Virginia Ponce, Secretarial HS and ES ; Jesse Fullbright, High School Baseball
- v. Other:
  - a. Extra Duty Contracts Offers: Tammey Carter, Homebound services
  - b. Leave Of Absence:
  - c. Incentive Pay:

B. FINANCIAL/BUSINESS

- i. Approval of Vouchers:
  - Payroll – No. 23 in the amount of \$ 331, 950.89
  - No. 24 in the amount of \$ 331, 134. 20
  - Expense-No. 1560 in the amount of \$ 35, 060. 44
  - No. 1540 in the amount of \$ 319.87
  - No. 1546 in the amount of \$ 77, 898.95
  - No. 1548 in the amount of \$ 40, 968.41
- ii. Budget Report
- iii. Student Auxiliary Report-

C. APPROVAL OF GOVERNING BOARD MEETING MINUTES

- i. Minutes taken during February 7, 2015, Special Board Meeting
- ii. Minutes taken during February 10, 2015, Regular Meeting
- iii. Minutes taken during February 24, 2015, Special Board Meeting

D. ENROLLMENT REPORT

E. OTHER ITEMS

- i. Potential approval of salary schedules for 2015-2016

9. DISCUSSION AND POSSIBLE ACTION ITEMS

A. POTENTIAL APPROVAL OF YAVAPAI TITLE COMPANY VOUCHER NO.1549 IN THE AMOUNT OF \$ 5, 707.10

Motion: Mrs. Schneider moved, seconded by Mrs. McDowell to approve Yavapai Title Voucher No.1549 in the amount of \$ 5, 707.10. The motion carried 4-0 with an abstention for Mr. Simbric.

B. POTENTIAL APPROVAL OF JANE MATHEWS, HIGH SCHOOL COUNSELOR REHIRE 2015-2016

Motion: Mrs. Schneider moved, seconded by Mrs. McDowell to accept the rehire of Jane Simbric Mathews as High School Counselor for 2015-2016. The motion carried 4-0 with an abstention from Mr. Simbric.

C. REPORT ON SENATE BILL 1191 AND STUDENT TESTING IN ARIZONA

Special Education Director and District Test Coordinator Dale DeVries addressed the Board regarding the senate bill and its impact on student testing in Arizona. Passing the AIMS is no longer a requirement for graduation. The AzMerit test will be taken for the first time this coming spring, but will not be used to determine student graduation or promotion. The Elementary students and South Verde students will begin testing on May 30th and have 3 ½ weeks to complete it. The High School and Middle School will test after that. The District will need to complete the AzMerit testing by May 8, 2015. There was no action taken on the Item.

D. POTENTIAL APPROVAL OF POLICY GDD- SUPPORT STAFF VACATIONS AND HOLIDAYS AS FIRST READ ADDING LABOR DAY HOLIDAY PAY FOR CLASSIFIED STAFF

Superintendent Dr. Amber Lee explained that in review of the law and through the Meet and Confer process the Policy needed to be amended to include Labor Day as a paid Holiday for classified staff. She explained that the law states that full time employees are entitled to the Holiday. However, District policy says that employees who work 20 hours are entitled to Holiday pay. Dr. Lee recommended that the Board extend the Holiday pay to employees who work 20 hours or more. It will cost approximately 10 to 12 thousand dollars to extend the holiday pay to all employees 20 hours and over.

Motion: After discussion, Mrs. Schneider moved, seconded by Mr. Roth to approve policy GDD as First Read. The motion carries 4-1 with a nay from Mrs. Freeman.

E. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE CAMP VERDE UNIFIED SCHOOL DISTRICT CALENDAR FOR THE 2015-2016 SCHOOL YEAR TO INCLUDE HOLIDAY OBSERVANCES

Dr. Lee explained that Martin Luther King Day, Presidents Day, and Columbus Day needed to be observed, therefore the calendar needed to be amended. Two days have been added to the beginning of the school year, to begin school on August 5, 2015.

Motion: Mr. Simbric moved, seconded by Mr. Roth to approve the 2015-2016 calendar as presented by the administrative team to include holiday observances. The motion carried 5-0.

F. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE AMENDED CALENDAR FOR SOUTH VERDE TECHNOLOGY MAGNET SCHOOL FOR 2015-2016 TO INCLUDE HOLIDAY OBSERVANCES

Superintendent Lee explained that the same situation held true with the South Verde Calendar as with the CVUSD calendar.

Motion: Mrs. McDowell moved, seconded by Mr. Simbric to accept the amended 2015-2016 calendar for South Verde Technology Magnet School to include holiday observances. The motion carried 5-0.

G. DISCUSSION AND POSSIBLE ACTION TO APPROVE OF VOLUNTEER COACHES FORMS

Director of Business Services Steve Hicks explained that there were two forms presented with regards to volunteer coaches. One form addressed classified employees who work as volunteer coaches and the other form addressed volunteer coaches from out of District. He explained that

the forms would be signed by the volunteers with the understanding that they were strictly volunteers. However, the forms also allowed for a nominal fee/reimbursement to be paid to the volunteers if the District desired. He answered questions from the Board on labor laws and classified employees. Mrs. McDowell questioned the verbiage in the form that said "I do understand that the district may award me a nominal stipend to at least partially reimburse me for my volunteer *hours*, etc". Mr. Hicks explained that the word "hours" could be amended to say "time" to avoid any confusion regarding classified employees working overtime.

Motion: Mrs. McDowell moved to table the request to volunteer form. Mr. Simbric seconded the motion. The motion carried 4-1 with a nay from Mr. Roth.

H. POTENTIAL ACCEPTANCE OF CONTRACT RENEWAL FOR CERTIFIED TEACHING STAFF FOR 2015-2016 AS LISTED WITH SALARY STEP INCREASE

There was some discussion on waiting to approve the salary step increase until after the budget was more comprehensive. The administration explained that the salary step had been included in the estimated budget that had been presented to the Board the month prior.

Motion: After discussion, Mr. Simbric moved to accept the rehire lists for certified teaching staff for 2015-2016 to include step increase as previously stated for the year 2015-1016. Mrs. McDowell seconded the motion. The motion carried 5-0.

I. POTENTIAL ACCEPTANCE OF WORK AGREEMENT RENEWAL FOR THE CLASSIFIED SUPPORT STAFF FOR 2015-2016 AS LISTED WITH STEP INCREASE

The step increase for classified staff is estimated at .26 cents an hour per classified employee.

Motion: Mrs. McDowell moved, seconded by Mrs. Schneider to accept rehire of the listed classified support staff for 2015-2016 to include a step increase. The motion carried 5-0.

L. DISCUSSION AND POSSIBLE ACTION ON THE ACCEPTANCE OF CONTRACT RENEWAL FOR THE FOLLOWING ADMINISTRATORS FOR 2015-2016. THE BOARD MAY VOTE TO CONVENE IN EXECUTIVE SESSION PURSUANT TO A.R.S. §38-431.03(A)(1) FOR THE DISCUSSION OF PERSONNEL MATTERS RELATING TO ANY ADMINISTRATOR LISTED BELOW AND OR A.R.S. §38-431.03(A)(3) FOR LEGAL ADVICE WITH THE DISTRICT'S ATTORNEY (THE ATTORNEY MAY BE PRESENT TELEPHONICALLY)

Motion: Mr. Simbric moved to convene in executive session pursuant to ARS 38-431.03 (A) (1) for personnel matters. Mrs. McDowell seconded the motion. The motion carried 5-0.

The Board assembled in executive session at 8:38 pm.

The Board exited executive session at 9:45 pm.

Motion: Mrs. McDowell moved, seconded by Mrs. ~~Freeman~~ Schneider to not accept the recommendation for contract renewal for 2015-2016 for Sara Marcum Principal at the Elementary School. The motion carried 4-1 with a nay from Mr. Roth.

Motion: Mr. Simbric moved, seconded by Mrs. McDowell to extend a contract renewal for 2015-2016 for Steve Hicks Director of Business Services. The motion carried 5-0.

Motion: Mrs. Schneider moved, seconded by Mrs. McDowell to accept the contract renewal for 2015-2016 for Mark Showers Assistant Principal. The motion carried 5-0.

Motion: Mr. Simbric moved, seconded by Mrs. McDowell to extend a contract for 2015-2016 to Dale DeVries, Director of Student Services. The motion carried 5-0.

Motion: Mrs. Schneider moved, seconded by Mrs. McDowell to approve a contract renewal for 2015-2016 for Debbie Witt, Title I and ELL Coordinator. The motion carried 5-0.

Motion: Mr. Simbric moved, seconded by Mrs. Freeman to table action on contract renewal for Aaron Moya, Director of Technology until the District receives legal advice concerning his contract. The motion carried 5-0.

Motion: Mrs. Schneider moved, seconded by Mrs. McDowell to extend a contract for 2015-2016 to Stacey Barker, Support Services Director. The motion carried 5-0.

Motion: Mr. Simbric moved to extend a contract to Ida Pieratt, Food Services Director for 2015-2016. The motion carried 5-0.

J. DISCUSSION/UPDATE AND POSSIBLE ACTION ON SUPERINTENDENT SEARCH OPTION

Mrs. Freeman asked to switch the order of the Items because of the time. They addressed Item L. before returning to Items J and K.

The Board discussed the two options presented to them regarding the Superintendent Search that they looked over during their February 24<sup>th</sup> Work Session. Dr. Lee explained that Mr.

Aylstock of Aylstock Consulting would be more fiscally advantageous as he would only charge for mileage reimbursement. The Arizona School Board's Association would charge \$ 500.00 per visit. Motion: After discussion, Mrs. McDowell moved, seconded by Mrs. Schneider to contact ASBA and contract them to do the Superintendents Search for District. The motion carried 4-0 with Mr. Simbric abstaining.

K. DISCUSSION AND POSSIBLE ACTION SETTING A WORK SESSION ON FRIDAY, APRIL 10, 2015 BEGINNING AT 8:00 AM TO REVAMP THE SUPERINTENDENT EVALUATION TOOL

Motion: Mrs. Schneider moved to set a session for Friday, April 10, 2015 to begin at 8:00 am to reevaluate and address the superintendent evaluation tool. Mrs. McDowell seconded the motion. The motion carried 5-0.

10. INFORMATION ONLY

- a. Budget Planning Schedule – submitted by Board calendar
- b. Governance Team Handbook- to be agendized for potential approval on April 14, 2015
- c. Yavapai Library Services Update
- d. Annual Board Calendar
- e. 2015-16 School Calendar(s) unrevised
- f. Rules of Order
- g. Sample Board Operating Protocol
- h. District Operational Efficiency

11. BOARD AND ADMINISTRATIVE REPORT

- a. Principal Steve King addressed the Letter of appreciation from Tribal Chairman Thomas Beauty to the Governing Board.

12. REQUEST FOR FUTURE AGENDA ITEMS

Mrs. Freeman asked to address policies GDR and GCR  
Mr. Simbric asked to address Mr. King's resignation letter and potentially keeping his talents in the District.  
Mrs. Freeman asked to address fifth-day programs in April.  
Mr. Roth asked to approve the Board handbook in April.  
Mr. Simbric suggested that the Board look at setting up work sessions between Board meetings.

13. ADJOURNMENT

Motion: Mr. Simbric moved, seconded by Mrs. McDowell to adjourn the meeting. The motion carried 5-0. The meeting adjourned at 10:16 pm.

14. SIGNING OF DOCUMENTS

Respectfully Submitted,

Mary Hudson  
Board/Administrative Assistant

Helen Freeman  
President

Bob Simbric  
Member

Tim Roth  
Member

Christine Schneider  
Member

Kitty McDowell  
Member