

CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD MINUTES
TAKEN FEBRUARY 12, 2019
SPECIAL MEETING
6:30 PM
REGULAR MEETING
7:00 PM
AT THE CAMP VERDE UNIFIED SCHOOL DISTRICT MULTI-USE COMPLEX LIBRARY
280 CAMP LINCOLN ROAD
CAMP VERDE, ARIZONA 86322

Mission:

Providing students a safe and caring environment in which knowledge, skills, and attitudes
enable learners to become productive citizens
Respect, Integrity, Positive Relationships, Accountability

Vision:

Our District will:

- Foster confidence, excellence, integrity, and a sense of belonging.
- Ensure each learner studies a challenging, academic and relevant curriculum, which enhances social, emotional, physical and ethical development.
- Work in partnership with all families and the community as an organization of engaged, motivated lifelong learners.

WORK SESSION 6:30 PM

1. WELCOME AND CALL TO ORDER
Mr. Roth called the meeting to order at 6:34 pm.
2. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE
Mr. Roth led the Pledge of Allegiance. There was a moment of silence.
3. ROLL CALL
Board members present were: Tim Roth, Helen Freeman, Bob Simbric and Eric Lawton.
Board member Carol German as absent.
4. DISCUSSION ON PROFESSIONAL DEVELOPMENT BOOK – THE SPEED OF TRUST
The group of Board members along with administrators shared their take-aways from the book, specifically the Third Wave, Organizational Trust.

REGULAR SESSION 7:00 PM

1. WELCOME AND CALL TO ORDER
Mr. Roth called the meeting to order at 7:00 pm.
2. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE
Mr. Simbric led the Pledge of Allegiance. There was a moment of silence.
3. ROLL CALL
Board Members present were: Tim Roth, Bob Simbric, Helen Freeman and Eric Lawton.
Board member Carol German was absent.
4. AGENDA REVIEW AND ACCEPTANCE
Mrs. Freeman asked the items on the agenda be movable and addressed as presenters arrived.

Motion: Mrs. Freeman moved, seconded by Mr. Lawton to accept the agenda as presented. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

5. PUBLIC PARTICIPATION/ CALL TO PUBLIC

Community member Mr. Steve Pike addressed the Board thanking them for what they do. Both of his children attended the District, from kindergarten through twelfth grade and are both excelling in college now, each with a 4.0; both are excelling and an example of what Camp Verde School District can do.

6. STAFF/STUDENT/COMMUNITY RECOGNITION AND CELEBRATION OF GOOD THINGS

Administrator-in-Charge and Middle School Principal Mr. Howe welcomed 5 great kids who recently spoke at a Capturing Kid's Hearts Conference. Each of the Middle Schoolers prepared speeches for the conference and did an outstanding job. He introduced, Tatum Bouse. Tayla McDonald, McKenzie Mulcaire, Emmalee Bueler, Treyton Battise, and Joaquin Rodrigues. Some of the student's shared a bit about their experiences at the conference and at the Middle School with Capturing Kid's Hearts.

7. POTENTIAL ACTION ON PERSONNEL MATTERS

A. *Employment recommendations:*

Dean Schultz, Bus Driver

Alicia Slaughter, Paraprofessional

Shasta Hall, Bus Driver

B. *Extra Duty:*

Robert Thomas, Facilities heating and cooling

C. *Transfers:*

Nick Schuldt, Bus Driver to Substitute Bus Driver

D. *Resignations/Retirements:*

Caitlin Harris, Paraprofessional, resignation effective January 31, 2019

Marie Gustin, Special Education Teacher, Retirement, effective May 23, 2019

Amanda Stone, Bus Driver, resignation effective January 7, 2019

Jennifer Dutton, Bus Driver, resignation effective, January 7, 2019

Nancy Palatnik, Occupational Therapist, effective, February 7, 2019

Sally Parker, Bus Driver, resignation effective, January 31, 2019

E. *High School Coaches and Volunteer Coaches:*

Boys Baseball: Will Davis, Bryan Pelfrey, Nate Jackson, Kevin Thornhill, Steve Hicks, Kyle Lobaugh, Mikey Boler, Logan Conrad

Girls Softball: Henry Smith, Toni Harris, Susan Holm, John Huey, Ronnie James

Track: Amy Wall, Milfred Tewawina, Mike Edgerton, Lori Showers, David Castillo, Mike O'Callaghan

Golf: Steve Stone. Darrell Lewis

F. *Middle School Coaches and Volunteer Coaches:*

Co-ed Soccer: David Miller and Debbie Miller

Baseball: Bob Justus and Stephen Penrod

Softball: Marie Katie Lobaugh and Tayler Reay

Track: Sandie Reddell and Mark Pelfrey

Mr. Howe stated there was a concern about a high school track coach and a potential conflict of interest. He had spoken to the attorney about it and felt it was okay to proceed with the hiring recommendation.

Motion: Mrs. Freeman moved, seconded by Mr. Simbric, to accept the recommendations under the personnel matters. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

8. POTENTIAL ACTION ON BUSINESS AND FINANCIAL MATTERS

The expense vouchers are available for public inspection at the District Office, located at 410 Camp Lincoln Rd, Camp Verde, AZ 86322

A. *Expense Vouchers in the amount of \$ 239,747.86*

B. *Payroll Vouchers in the amount of \$ 1,008,265.95*

C. *Financial Updates*

D. *Student Accounts*

Motion: Mrs. Freeman moved, seconded by Mr. Lawton, to approve the financial matters in Item 8. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

9. POTENTIAL ACTION ON VOUCHER NUMBER 1931 IN THE AMOUNT OF \$ ~~60,1081.40~~
\$ 60,181.40

Motion: Mr. Simbric moved, seconded by Mr. Lawton, to approve voucher number 1931 in the amount of \$60,181.40. The motion carried 3-0 with an abstention from Mrs. Freeman.

Ayes: Roth, Simbric, Lawton

Nay: 0

Abstention: Freeman

10. POTENTIAL APPROVAL OF GOVERNING BOARD MINUTES

A. *Minutes taken during Regular Session on January 8, 2019*

B. *Minutes taken during Executive Session on December 11, 2018*

Motion: Mrs. Freeman moved, seconded by Mr. Lawton, to approve the minutes. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

11. POTENTIAL ACTION ON THE CONSENT AGENDA

A. *Potential approval of books donated to the School Library from Walter Chapko with an approximate value of \$1085.63*

B. *Potential approval of books donated the District Library from Robin Tankesley in the approximate value of \$ 626.89*

C. *Potential approval of books donated to the School Library from Sierra Bowers in the approximate amount of \$68.00*

D. *Potential approval of books donated to the School Library from the Camp Verde Community Library in the approximate amount of \$1, 682.79*

E. *Potential approval of MATFORCE proclamation adoption for CVUSD Stand With Me, Be Drug Free*

F. *Potential approval of Memorandum of Understanding with NAU Senior Corps regarding the Foster Grandparents Program*

G. *Potential approval of Memorandum of Understanding with NACOG Head Start*

H. *Potential approval of out-of-state travel for 7th & 8th gifted, student council, and criteria selected students to travel to California to Disneyland for a Physics Quest Field Trip on March 7-9, 2019*

Mr. Howe explained the listed itinerary for the Middle School student's trip to California may change slightly, Item 11.H.

Motion: Mr. Lawton moved to approve the items under the consent agenda. Mrs. Freeman seconded the motion. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

12. DISCUSSION AND POSSIBLE ACTION ITEMS

A. *Report and presentation from Town Manager Russ Martin on population growth and opportunity*

Mr. Martin gave an update on the developments in Town, including, the current high-end RV Park construction; the residential housing area pending in Town and commercial pads being built to bring in big-box store prospects. All the projects will bring in tax revenue and welcome growth and opportunity. Sewer services are being expanded and the stalled park construction is scheduled to continue soon. There was no action taken on the Item.

B. *Report, presentation and possible action on course offerings from Superintendent of Valley Academy of Career and Technical Education school year 2019-2020*

VACTE Superintendent Mr. Weir commended Mr. Tankesley for doing such a great job as the District's CTE Director. Of the Verde Valley Schools serviced by VACTE Camp Verde has the most students completing programs. He gave an update on current central classes occurring at VACTE. Additionally, they are working on a strategic plan and looking to start up additional community need driven classes in 2019-2020. The central programs currently offered at VACTE include: Certified Nursing Assistant, Medical Assistant, Lab Assistant, Fire Services, Construction Technology, and Teacher Training. They would like to offer Heavy Equipment Operation, Computer Network and Cyber Security, Auto-body and Diesel Mechanics. No action was taken on the Item.

C. *Discussion and possible action on Meet and Confer Committee and Administrative recommendations for salary and benefits and district staffing needs for school year 2019-2020*

Committee representative and High School Art Teacher Tom Middlebrook presented on behalf of the Meet and Confer Committee. The committee came up with two options for next year. He presented both options stating he personally, was in favor of Option B. Option A. included: hiring a Special Education Director, hiring three additional high school teachers, giving a 5 % raise to certified teachers and a 5% raise to the administrators. Option B. included: Hiring a SPED Director, three additional High School teachers, and an Elementary PE teacher, as well as giving a 7.5% raise to certified teachers. Mr. Middlebrook gave rationale on the committee's conclusions and answered questions, speaking on the cost of teacher turnover and the raise to Camp Verde teachers last year being deficient of a 10 % increase despite the State Governor's promise.

Mr. Howe presented the recommendation from the Administrative Team which varied slightly from the Meet and Confer. The administrators brainstormed and came to a consensus regarding the needs of the District as a whole and the potential fiduciary impact. They recommended adding 2 new teachers at the High School, increasing the certified salary base level by 3.35% while moving the teachers a step on the schedule, giving them an average increase of 5%. They also recommended giving the administrators a 3-5% raise, specifically the four administrators who, unlike the rest of the staff, had not received a raise in the last year. The recommendation included filling the vacant Special Education Director position. He spoke on the teachers experience index and raising the teachers on the salary schedule being financially beneficial to the teachers as well as the District. He also spoke on the logistics of using staff in place to cover PE at the Elementary School and the influx of students expected at the High School next year.

Motion: Mr. Roth moved to approve hiring 2 additional High School teachers, a 6 % average raise for all certified staff, giving them a 1.65 % step of the salary schedule and additionally, an increase of 4.35% on salary schedule, as well as, give all administrators a 4 % raise, all of this pending state funding. Mr. Simbric seconded the motion. The motion failed 2-2 as Mrs. Freeman and Mr. Lawton stated they needed time to process the options and recommendations.

Ayes: Roth, Simbric

Nays: Freeman, Lawton

D. Discussion on Policy IJJ and possible action to set a Work Session on book adoption.

There was discussion on setting a work session for the topic in April.

Motion: Mr. Lawton moved, seconded by Mr. Roth to set a Work Session on Policy IJJ and book adoption on April 16th at 5:00 pm. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

E. Discussion/update on the Strategic Plan with Administrator priority ratings on the plans implementation.

Mr. Howe went over his ratings of the Strategic Plan dimensions scoring how he believes the District is doing on its implementation. He scored the tasks from 1-10, ten being the highest success rate. He will score it again after the systems accreditation report comes in as priorities may change. No action was taken on the Item.

F. Discussion/update on the progress on the District website

Mr. Howe reported the website developer is in the midst of sorting out the many different links on all the pages, working toward encompassing associated links to give the site a user friendly “one stop shop” feel.

No action was requested or taken on the Item.

G. Discussion and possible action on pursuing Bible instruction at Camp Verde High School for the 2019-2020

Mr. Howe said the High School Principal had several candidates that could do the job and there is a curriculum for it. He will investigate the curriculum further and get it on display if the Board wished to pursue.

Motion: Mr. Lawton moved to pursue Bible instruction at Camp Verde High School for the 2019-2020. Mr. Simbric seconded the motion. The motion carried 4-0.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

13. ADMINISTRATIVE AND BOARD REPORTS

A. Draft Calendar 2019-2020

Mr. Howe let the Board know next year’s school calendar should be up for approval in March. It takes many eyes looking over the calendar to get it right.

B. Update on Advanced Systems Accreditation visit

Mr. Howe stated the Accreditation Team was impressed by the culture and climate in our District, our staff, and classroom instruction. A report is expected within 45 days to help us along with continuous school improvement.

C. *Update on District Athletic Policies*

Mr. Howe explained the athletic policies have been updated and organized and ready for posting on the new website; all Middle and High school athletics will be found in one location.

D. *Upcoming in March*

Mr. Howe went over the following upcoming events:

- *Upcoming Site advisory reports – They will be on the March regular agenda.*
- *Potential calendar approval for CVUSD and SVHS together. – Mr. Howe will bring pros and cons and a recommendation to move South Verde High School to the District 4-day week calendar.*
- *Set Work Session for Board Operational Handbook and Book adoption discussion - Mr. Howe recommended the Board discuss the handbook during the April Work Session they set for textbook adoption discussion.*
- *Work session with Yavapai-Apache Nation Council, March 26 at 6 pm - The meeting will be hosted by the District.*
- *The MDT (Multi-Disciplinary Team) progress will be discussed in March as well.*

14. INFORMATION ONLY

A. *2018-2019 School Calendar*

B. *Enrollment Report*

15. BOARD REQUEST FOR FUTURE AGENDA ITEMS

Mr. Lawton and Mr. Roth asked to bring the recommendations from Meet and Confer and the Administrative Team back as soon as possible.

16. ADJOURNMENT

Motion: Mr. Lawton moved, seconded by Mr. Roth to adjourn the meeting. The motion carried 4-0. The meeting adjourned at 9:01 pm.

Ayes: Roth, Freeman, Simbric, Lawton

Nays: 0

17. SIGNING OF DOCUMENTS