

CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD
MINUTES TAKEN DURING
MEETING

March 5, 2019
SPECIAL MEETING
5:30 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

5:30 PM

1. WELCOME AND CALL TO ORDER
Board President Mr. Roth called the meeting to order at 5:30 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, Eric Lawton and Carol German.
4. AGENDA REVIEW AND ACCEPTANCE
Motion: Mrs. Freeman moved, seconded by Mr. Simbric to accept the agenda as presented. The motion carried 5-0.
Ayes: Roth, Freeman, Simbric, Lawton and German
Nays: 0
5. DISCUSSION/WORK AND POSSIBLE ACTION ITEMS
 - A. DISCUSSION ON DISTRICT'S OPERATIONAL EFFICIENCY REPORT FOR THE ARIZONA AUDITOR GENERAL'S OFFICE
Director of Business Services Steve Hicks reported on the District's Operational Efficiency. He called the report one of the most important measures to help us see where we are as a District. The report breaks down the spending by operational areas, student achievement, teacher measures, per pupil spending and revenue while comparing the District to peer schools. He went over some key points as the District is high in instructional spending, low in administrative costs, higher than peer average in teacher pay, and lower than peer average regarding student teacher ratio. There was no action taken on the Item.

B. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE RECOMMENDATION(S) FOR STAFF SALARIES AND ADDITIONAL PERSONNEL FOR SCHOOL 2019-2020

Administrator-In-Charge Danny Howe explained that in order to get the proposed teaching positions open and recruit qualified candidates he felt the need for the Board to take action sooner than the March regular meeting. He presented three options all of which included hiring two more teachers and raising teacher pay. Though the Operational Efficiency Report showed the District above the peer average in teacher pay he felt it important to continue to show support for the teachers by increasing their pay to get is as close as possible to what the Governing promised, 20% by 2020. He asked the Board to make any motion contingent upon receiving funding the Governor promised again this year. There was discussion the formula the State uses to which will likely not reach 5% promised, which leaves the District to pay the rest from somewhere else. Mr. Howe also asked the Board to clarify in their action the raise in teacher pay to include a step on the salary schedule with the remaining portion as an increase to the schedule itself.

Option 1 included hiring 2 new teachers and raising teacher pay by 5%, at a cost of \$ 360,000.00; Option 2 included hiring 2 new teachers, raising teacher pay by 6% and giving the administration a raise of 4 %, and costing \$ 433,600.00; and Option 3 included hiring 2 teachers, increasing teacher pay 7.5%, and an administrative raise of 5%, costing the District \$ 512,000.00.

Each Board member stated their support for giving the teachers a pay increase, but at what cost. Mrs. German felt Option 3 best as other districts in the area were able to give the full 10% or more last year.

Motion: After discussion, Mr. Simbric moved to consider Option 2 as the intended raise for teachers this year assuming the funding comes through, by raising the salary schedule 4.35% and giving the teachers a 1.65% step for a total of 6% raise, including an administrative raise of 4%.

There was discussion on the motion. All of the Options included hiring 2 new teachers. Hiring a Special Education Director is already accounted for in the budget.

Motion seconded: After discussion and clarification, Mr. Roth seconded the motion.

The motion carried 4-1 with a nay from Mrs. German.

Ayes: Roth, Simbric, Lawton and Freeman

Nays: German

6. ADJOURNMENT

Motion: Mr. Lawton moved, seconded by Mrs. Freeman to adjourn the meeting. The motion carried 5-0. The meeting adjourned at 6:36 pm.

Ayes: Roth, Freeman, Simbric, Lawton and German

Nays: 0

7. SIGNING OF DOCUMENTS