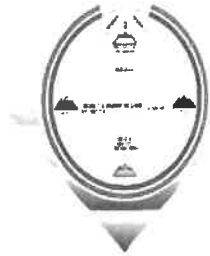


Ganado Unified School District No.20

Our Vision is to be a professional learning community that focuses on all students exceeding educational expectations.



Our Mission is to ensure all students a quality education and strengthen Diné cultural values for life long learning.

Minutes of Public Meeting **Of the** **Governing Board of the Ganado Unified School District No. 20** **August 11, 2022, at 6:00 p.m. – District Board Room, Ganado, Arizona**

- I. CALL TO ORDER:** Marcarlo Roanhorse, Board President called the meeting to order at 6:02 p.m.
- II. ROLL CALL:** Judy James was present in person; Wanda Begay was present by zoom; Teresa Gorman was present by zoom; Marcarlo Roanhorse was present in person.
- III. APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Mrs. Teresa Gorman motions to approve the agenda, second by Mrs. Wanda Begay.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

IV. NEW BUSINESS

Mr. Roanhorse stated that he received a request from Dr. Dobias that IV. New Business, item A and B be discussed in an open session.

Mrs. Teresa Gorman motions to enter into an executive session to seek legal advice on items A and B, second by Ms. Judy James. Mrs. Gorman was not available at the time of voice vote. Entered into executive session at 6:07 p.m.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mr. Roanhorse – Nay;
Motion Carries: 2, 1, 0

Mrs. Wanda Begay motions to exit the executive session, second by Mrs. Wanda Begay. Exited executive session. Exited executive session at 7:17 p.m.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

Nathan Schott with Hufford, Horstman, Hufford, Mongini, Parnell, Tucker PC provided a synopsis on what transpired in executive session. Mr. Schott stated that the Governing Board entered into executive session for IV. New Business, item A. a potential reassignment of the Superintendent who was noticed for executive session for Personnel and Advice from legal counsel. The Superintendent did request that the merits of executive session be discussed in an open session, which the board respected. The board asked question of legal counsel of a potential reassignment of the Superintendent. All discussions in executive session and legal advice is confidential, but discussions on item A were limited to legal counsel.

- A. *Discussion and possible action to administratively reassign Superintendent to home pending an investigation. *Possible executive session per A.R.S. 38-431.03(A)(1) Personnel and A.R.S. 38-431.03(A)(3) Advice from legal counsel.** Mrs. Teresa Gorman made a motion to discuss, second by Mrs. Wanda Begay. Mrs. Gorman stated that since this has come out she has given a great deal of thought to the recent podcast that was viewed by many people that had to do with the recent hire of the Athletic Director and the events that occurred later that made the community react negatively to the Superintendent and the Governing Board. She stated that in going back she tried to justify all actions in accordance to school policy. She stated that she listed some actions that she believes violated school policies and other which goes against school protocol and ethics: 1) The board approved the employment of the Athletic Director at a duly called board meeting. After that she received a letter that he wrote to all staff at which he was disgruntled about the treatment he received. She stated that her reaction was that the Athletic Director is supervised by the Superintendent who should have provided some orientation and direction to the Athletic Director of his job; Then the board received a copy of the podcast at which she was very surprised about what was said by the Superintendent which bashed her Supervisors (Board members) and the community, leaders and other leaders. She continued to state that other statements that questioned the

intelligence of the board members and that the low intelligence of other community members which was also low. This goes back to the Superintendent's evaluation of integrity and ethics in dealing with all people and not just her Supervisor which is the Governing Board. She stated that with the members of the community, she thinks it is acceptable that these comments could be made by the Superintendent. After all these comments were stated, she feels that the following policies were violated. The Superintendent informed the Governing Board that the Athletic Director was absent and would be terminated, that was not true and was not something that did not transpire, which is a violation of personnel. The other email that she submitted to the Governing Board is that she called a leadership team meeting to discuss who would take on the Athletic Director duties, which is also a violation of district policies because all matters on termination should be held in strict confidence between the Human Resources Director and the Superintendent. The Athletic Director's job is one of the upper management of the school, so she believes that asking her leadership team to see who would volunteer for that job was not legal. She stated that the Superintendent did this before he was terminated and that he did not know it. She continued to state that the termination wasn't approved by the board. She asked that everyone out there understand that the board did not terminate the Athletic Director, but the choice was made by the Superintendent as it is her job to recommend to the board any recommendations, hiring or terminations. She stated the Superintendent acted on a person not showing up for their job and was AWOL for three days and terminated, however her actions began on the second day of his AWOL and she began all of her actions to terminate. Meanwhile, the employee was still legally employed by the district and the Superintendent further complicated the issue by writing a letter posting on a face book page naming an acting Athletic Director. She stated that the issue is here, where she cannot hire an acting person until someone has been terminated and is no longer in that position. A recommendation was made from the Superintendent for the termination of the Athletic Director and there was no legal meeting held to act on it, therefore no official board approval of his termination was made. She stated that she does want to say that on the third day, he himself did not show up on the third day which puts a different light on this, however going back to what she was discussing policy violation she believes that there were serious violations of school board policy, personnel policy, professional staff hiring and professional integrity and ethics in her behavior. She also stated that she believes that this needs to be looked into further because it seemed like it was done very quickly without seriously thinking on the part of the Superintendent and also following policy. For these reasons she feels that the Superintendent should be placed on Administrative leave until the board can investigate what has happened and where they go from here. She really feels bad about the comments made about the board members and looked at all the entries made on face book where her comments have led to many people saying that the board is not here for the students. She stated that she has been a teacher in the district and has worked as an administrator at the district level. Mrs. Gorman stated that her children and grandchildren graduated from Ganado Unified School District, and she has some great-grandchildren currently in the school. She stated that she is very much interested in what goes on with Ganado Unified School District. She stated that one person came into this district and caused havoc and led people to mistrust each other and call each other names when all of us have been living among each other, coming to the schools, school activities, games, praying and singing together, but one person can cast suspicion and doubt on people. She stated that they need to go back and take a look at it.

Ms. James cited some policies that she felt were violated by the Superintendent: CB – Superintendent where it states that the board selects a leader accountable for all personnel of the system and that the liaison between this person and the board is the Superintendent is the sole responsibility. Ms. James stated that she feels that the manner in which recommendations for hire are made to the board lies with the Superintendent and the Superintendent should have ensured that all background checks and other administrative policies were applied here. Ms. James stated that the other policy she felt was violated is GBEA – Staff Ethics. She stated that the board expects all employees of the district to maintain high standards in their school relationships and felt that this policy was violated here by making public comments to put board members down to question their integrity, qualifications, and leadership skills. She stated that all employees, the Superintendent included, assume the responsibility to provide leadership in the school and community, however in the instance of the last couple of weeks has reflected negatively on the school district and the governing board members. She stated that she wanted to remind and recognized that the employee's action will be used and appraised by the community, associates, and students. She stated that she wants to make sure that they are setting good examples for those students that have been entrusted to the district to educate, for them to leave the district with positive aspirations and goals. She stated further in the same policy GBEA, item E. the school employees, the Superintendent included, direct any criticism of other staff members of any department in the school system toward improving the school district such constructive criticism is to be made directly to the school administrator and in this case, she feels the criticism should have been made directly to the Governing Board members so that they can work out concerns and issues that the Superintendent has regarding board members. Ms. James continued and referenced another policy GBEB – Staff Conduct which she says that the Governing Board hold all employees, including the Superintendent to perform their responsibilities with the highest integrity and standards. Ms. James stated GBEB-R – Staff Conduct Regulation – No employee while on or using school property otherwise acting as an agent or working in an official capacity where the district shall engage in: Item G and Item H, a violation of district policies; item J any other conduct that may obstruct, disrupt or interfere with teaching, research service, administrative or disciplinary options of the district or any other activities sponsored or approved by the board. She continued to state that under the same policy GBEB, in addition to the foregoing all staff members are expected to: item B – conduct themselves in a manner with effective and orderly education and to protect the students and district property; maintain order in a manner consistent with district policies and regulations. Ms. James continued to reference the Superintendent contract that they signed with the Superintendent, there were some stipulations attached to the terms and conditions of the contract, item D where the board expected the Superintendent to strengthen the leadership ability with administration, teachers and staff. They expected the Superintendent to hold Directors and Supervisors accountable for all job responsibilities including compliance issues under their authority and control. She feels that when the board hired the Athletic

Director, the individuals should have been orientated in Arizona Interscholastic Association Regulations, district policies as to the conduct and ethics expected of all school employees. She continued to state that the Superintendent shall exhibit strong leadership skills and qualities and take an active role in the supervision and oversight of the staff. She stated that the Superintendent is expected to be firm with staff members and treat staff equally and with respect. She stated that this also pertains to her Supervisors, the Governing Board. She continued to say that another stipulation to the contract was to increase overall district morale, including increasing the morale of students, staff, and the community, providing professional development on the Foundations of Learning for all staff aspire to uphold the district's mission, vision and Foundations of Learning. She feels that they put forth these expectations but the Superintendent is lacking the implementation of those stipulations.

Mrs. Begay stated that being part of the board has been a challenge in the last few years, working on the policies within the school district and looking at the staffing situation as well as ensuring that our children are getting the quality education they need and deserve. Mrs. Begay stated that she always goes back to the district mission and ensure that all the students that are enrolled and throughout the Navajo Nation and Nationwide that the students are getting a quality education. She continued to state that as Dine' people we strengthen our Dine' culture for lifelong learning. She stated that the majority of the students attending our school are Navajo children with clans from their mother, father, paternal and maternal grandparents that she would like them to learn and know for the future to become productive adults in their livelihood. The part of the mission is for them to be Dine' and know who they are. She stated that and part of that is that they want our children to know the moral value of who they are while attending our schools, our classrooms, who their teachers are and how they are taught. She said which brings forth the vision which is to be a professional learning environment/community that focuses on all students to exceed educational expectations. She stated that we all want our children to do well in school to learn to understand their learning content, their homework to go forward, climb that ladder to succeed, to graduate, to accomplish, to do well in academics which is our focus and then comes athletics and career technical education. She stated that she is disturbed by the whole situation impeding on the community and the communities that the school district serves. She said it is embarrassing and wanders how our district is in this situation. She stated that anytime there is a violation or something has gone wrong, the first thing we do is point fingers. We don't understand why these things are happening and hope that the board members listening and discussing the item tonight will bring clarity to what has happened. The number one thing is that when we are an employee, wherever we are, we always abide by policies and procedures, employee handbook, looking at the professionalism, understand the ethics of our job and moral values. She continues to say that even the language that we speak and how we address ourselves, ke' respecting ourselves as Dine' people. She said in the community of Ganado, there are a lot of our clan relatives, which is what we need to teach our children with an understanding who we are knowing that this is part of their education and the district mission, which is having the children learn within the schools and in the classroom. She stated that the leadership team, teachers and staff needs to understand that they need to conduct themselves accordingly in their roles and be accountable in the work that they do, show honesty, integrity, respecting others, being fair, understanding our mission and most importantly protecting the children. She stated that with Ke' and customer service, staff need to watch what they say, respecting one another and be careful of how they speak to one another. She stated that if we are disrespectful to one another, we are teaching the young children to be disrespectful to one another and that is the reason why there are so many problems in this world today. She is not lecturing but she wants to make it known that as a Governing Body they look over the agenda and rely a lot on the leadership team, the Superintendent, their meetings and Human Resources. They get reports from all program leaders and expect high expectations from the Superintendent per what was read from the contract. The leadership team members are given a job description when they are hired and go through evaluations by their supervisors which most of the time are the Principals and the Superintendents. The policies that were read are policies that we work with and there are expectations from the community members and the Chapters. Ms. Begay stated that the parents are invited to come to the school when there are parent-teacher conferences and other activities to learn more about your child's learning and academics. She stated that she wants to ensure that they are doing the best they can. The arguments and disruptions are for nothing. Your children are sacred as some may get prayers and blessing way ceremonies done before the beginning of school for their emotional, social and mental well-being. She asks humbly to please speak to one another humbly as the words that we speak from the tip of our tongue are sometimes not good for a school district for the students. She asks that we need to support one another and stop the disruption of the school district. We are here for the children. Mr. Roanhorse asks that the board stays on the point of discussion.

Mr. Roanhorse thanked the public for joining the board on a very important topic. He stated that the public has high interests and high concerns. He stated that there is a matter before the board where his colleagues have listed policies that have been broken. He stated that they discussed these items because they are all there along with the Superintendent for the well-being of the students and the community. As an educational institute this pending investigation, where there is potential violation of the district policies. He feels as a board member he feels that we all need to take a step back to view and self-reflect to what is going on within the administration and the board as there is a high concern. He stated that the matter, here is regarding the Superintendent to further investigate as there are matters that were pointed out that need to be reviewed very carefully. He feels that this process would be fair and that it is not disciplinary and is a method of reassuring that the board is following its policies. He stated that they will review the Superintendent's contract and the district policies to ensure that Superintendent upheld the contract and the policies or if she did not. He stated that this is affecting the students of the district. He stated that this will be investigated thoroughly and not hastily to allow the board to do their due diligence because it is causing disruption and believes that this is a fair method to address this as the Superintendent is the only employee of the Governing Board.

Mrs. Gorman motioned to amend her motion to discuss to administratively reassign the Superintendent to home pending an investigation until further notice, Mrs. Begay agrees with the amendment as she was the seconding party.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;

Motion Carries: 4, 0, 0

Betsy Dobias was excused from the meeting. Mr. Roanhorse told her that she can reach out to Mr. Roanhorse if she has any questions.

- B. ***Discussion and possible action to appoint an Acting Superintendent. *Possible executive session per A.R.S. 38-431.03(A)(3) Advice from legal counsel.** Mrs. Teresa Gorman motions to discuss, second by Mrs. Wanda Begay. Mrs. Gorman stated that they need to think about how they will proceed without taking anyone from their jobs, looking at the leadership team without taking them from their jobs. She knows that the Principals are very busy and engaged with the start-up of the new school year and thought about someone who will accept this job and will be in this capacity for a period of time. Mrs. Begay stated that they need someone who has knowledge of the school district, business affairs, budget/finance, a grasp of native cultures, mission and values, and experience in K-12 educational institutes. Ms. James stated that the Business Services Department has a tremendous amount of work, especially with three (3) vacant positions in that department and assigning Ms. Keyannie as an Acting Superintendent would add more stress to the workload in that department. The following individuals were recommended by the board as potential Acting Superintendent candidates: Henrietta Keyannie, Lucille Sidney, Chris McNabb, Leandra Begaye, Corinna Begay, Cameo Pete, April Clairmont and Leandra Thomas. Each person was allowed to address the board to decline or accept the recommendation. Mr. Roanhorse asked legal counsel about the possibility of the Principals and Assistant Principals working as one to fulfill this position. Mr. Schott stated that it is uncommon and as a practical matter on how that would work because it is unknown however it could be a possibility. Mrs. Gorman stated that she is not in support of a shared team leadership. Leandra Thomas accepted the recommendation to take on the role of Acting Superintendent if the board wishes. Mr. Marcarlo Roanhorse provides a substitute motion to appoint Leandra Thomas as Acting Superintendent, second by Mrs. Wanda Begay.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;

Motion Carries: 4, 0, 0

- V. **ADJOURNMENT:** Mrs. Teresa motions to adjourn, second by Ms. Judy James. Meeting adjourned at 8:51 p.m. by acclamation.

Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;

Motion Carries: 4, 0, 0

Submitted by Ruth Kanuho, Superintendent Secretary.

Dated this 8th day of September, 2022



Marcarlo Roanhorse, Governing Board President