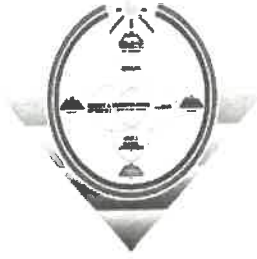


Ganado Unified School District No.20

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 and Executive Session Of the Governing Board of the Ganado Unified School District No. 20 December 5, 2024, at 6:00 p.m. – District Board Room, Ganado, Arizona

Public Hearing

- I. **Call to Order:** Board President Joseph Mora called the public hearing to order at 6:00 p.m.
- II. **Review of FY'2024-2025 Expenditure Budget Revision #1.** Henrietta Keyannie, Business Services Director provided the overview of the FY'2024-2025 Expenditure Budget Revision #1. Ms. Keyannie stated that there was a decrease in the ADM (Average Daily Membership) from 1,046.264 (July) to 953.537 (End of November), a decrease of 92.727, causing a decrease in the Revenue Control Limit (RCL) of -\$636,785.00. Ms. Keyannie stated that there is an actual Budget Balance Carry Forward of \$2,005,925.00. She stated that the district imposed a 3% USFR Non-compliance fee by the state Board of Education in the amount of \$100,891.00. There was also a decrease in the Prop 123 in the amount of -\$274.00. Ms. Keyannie stated that there was no one time state aid supplement. In total the FY'2024-2025 Revision #1 budget is \$12,365,801.00 which is a difference of -\$716,845.00 from the FY'2024-2025 Adopted Budget back in July. Ms. Keyannie provided the Capital Outlay State Aid Budget which is \$679,382.00 with a difference of \$627.00.
- III. **Review of FY'2025-2026 Indian Policies and Procedures.** Lindsay Bahe, Federal Programs and Grants Director provided the overview of the Indian Policies and Procedures. Ms. Bahe stated that they revised the Needs Assessments. She stated that they placed the Indian Policies and Procedures and flyers at various chapter houses for review. She stated that IEC/PAC Members are working with the chapter houses to provide presentations of the Indian Policies and Procedures. Ms. Bahe stated that there was no changes of the Indian Policies and Procedures. Mr. James stated that there was a presentation at the Cornfields Chapter House but the IEC Member that provided the presentation but the
- IV. **Public Comments:** There was no public comments.
- V. **Close Public Hearing:** The public hearing was closed at 6:13 p.m.

REGULAR MEETING AGENDA

- I. **CALL TO ORDER:** Board President Joseph Mora called the meeting to order at 6:13 p.m.
- II. **ROLL CALL:** Allen Blacksheep, Jr., Patrick Burns, Wallace James, Jr., and Joseph Mora were present in person.
- III. **APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Superintendent Thomas requested a change be made on the agenda under IX. Personnel which is out of alphabetical sequence at item F, which should read, F, G, H. Wallace James, Jr. motions to approve the agenda with changes, second by Patrick Burns.

Voice Vote: Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye
Motion Carries: 4, 0, 0

- IV. **PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was recited by all.

Marcarlo Roanhorse arrives at 6:16 p.m.

- V. **INFORMATION ONLY: Items to be heard only; the Board will not propose, discuss, or take legal action during the meeting unless the specific matter is properly noticed for legal action.**
 - A. **Summary of Current Events.**
 1. **Superintendent –** Dr. Thomas provided information for the board to share with the community – Benchmark 2 reading, writing, math for grades 2nd-12th; Human Resource job opening; Upcoming family movie night (12/12/24); Student

Attendance; The health office is stating that students are still coming in sick, please have them go to the clinic to be seen and for them to dress warmly; Sports information.

2. **Governing Board** – Marcarlo Roanhorse spoke about the President-elect Donald Trump's agenda regarding the Department of Education and the dissolution of the program or other potential plans. He stated that he will continue to monitor on the federal level.

- B. **Celebrations and Recognitions.** Superintendent Thomas announced that the Ganado Unified School District Governing Board will be receiving the All Boardsmanship Award at the ASBA Annual Conference. The sports program is doing well.

- VI. **CALL TO THE PUBLIC:** This is the time that the public may speak to the Governing Board regarding issues within the jurisdiction of the Governing Board subject to reasonable time, space, and manner restrictions as the Governing Board may establish. At the conclusion of the Call to the Public, individual members of the Governing Board may respond to criticism made by those who have addressed the Board, may ask staff to review a matter or may ask that a matter be placed on a future agenda. However, the Governing Board cannot take action on matters that have not been noticed in advance as a part of the agenda. No Call to the Public requests.

- VII. **CONSENT AGENDA:** Review, Discussion, and Possible Action to Approve the Consent Agenda. (Approval of routine warrants, purchase orders, travel claims, employee leave and transfer requests, and employee resignations. Documentation concerning the matters on the Consent Agenda may be reviewed at the District Office. Any matter on the Consent Agenda will be removed from the Consent Agenda and discussed as a regular agenda item, upon the request of any Board members.)

- A. **Approval of Governing Board Meeting Minutes:**
 1. November 7, 2024, Regular Meeting

- B. **Ratification of District Payroll and Expense Vouchers FY'24-25.** The action to authorize the majority of the Governing board to sign Payroll and Expense Vouchers in between board meetings per A.R.S. 15-321 was approved on June 26, 2024.

Payroll Vouchers FY'25		
V#15	11/05/24 PP9	\$647,482.45
V#16	11/19/24 PP10	\$642,784.83

Expense Vouchers FY'25		
V#5008	11/05/24	\$244,252.51
V#5009	11/19/24	\$186,520.16

- C. **Month-End Expenditure Budget & Cash Balance Report FY'24 & FY'25:**
 1. Month-End Expenditure Budget Balance and Cash Balance Reports for the month of November 2024.

- D. **Overnight/Out of State Travel requests:**
 1. Discussion and possible action to approve out-of-state travel for Instructional Services Director, Adelfa Begay to attend the National Council of Teachers of Mathematics Conference from December 4-7, 2024 in Las Vegas, Nevada.
 2. Discussion and possible action to approve overnight travel for nineteen (19) GHS CTE HOSA and FCCLA Students, three (3) advisors/chaperones, and one (1) bus driver to attend the RedZone Leadership Conference from December 11-14, 2024 in Glendale, Arizona.
 3. Discussion and possible action to approve out-of-state travel for the District Athletic Director to attend the 2024 National Athletic Director's Conference from December 12-18, 2024 in Austin, Texas.
 4. Discussion and possible action to approve overnight travel for fifteen (15) GHS Boys Basketball team members, two (2) coaches, and one (1) bus driver to attend the Epic Tourneys New Year's Classic from January 1-5, 2025 in Glendale, Arizona.
 5. Discussion and possible action to approve overnight travel for fifteen (15) GHS Girls Basketball Team members, two (2) coaches, and one (1) bus driver to attend the Epic Tourneys New Year's Classic from January 1-5, 2025 in Glendale, Arizona.
 6. Discussion and possible action to approve overnight travel for thirty-one (31) GHS Girls and Boys Wrestling Team members, two (2) coaches, and one (1) bus driver to attend the Doc Wright Invitational from January 16, 2025 – January 18, 2025 in Winslow, Arizona.
 7. Discussion and possible action to approve overnight travel for thirty-one (31) GHS Girls and Boys Wrestling Team members, two (2) coaches, and one (1) bus driver to attend the Sand Devil Classic from January 24-25, 2025 in Page, Arizona.
 8. Discussion and possible action to approve overnight travel for GHS Girls Wrestling Team members, two (2) coaches, and one (1) bus driver to attend the Arizona Interscholastic Association Girls Sectional Tournament from February 7-8, 2025 in Payson, Arizona.
 9. Discussion and possible action to approve overnight travel for thirty-one (31) GHS Girls and Boys Wrestling Team members, two (2) coaches, and one (1) bus driver to attend the Arizona Interscholastic Association State Wrestling Championships from February 19-23, 2025 in Phoenix, Arizona.

- E. **Acceptance of Donations:**

1. Discussion and possible action to accept donations from staff including turkeys and various food items for the GHS 2nd Annual Moccasin Run scheduled for November 11, 2024.
2. Discussion and possible action to accept donations of forty-five (45) Turkeys from district staff members, Four Seasons Construction, Navajo Tribal Utility Authority, Hubbell's Trading Post, Wallace James, Jr., Ganado Fire Department, Apache County – Ganado Sub Station, Tierra Blacksheep, Navajo Nation Department of Youth, and the Navajo Department of Agriculture for the Primary School Turkey Trot scheduled for November 21, 2024.

Marcarlo Roanhorse motions to approve VII. Consent Agenda, items A-E, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

VIII. NEW BUSINESS

A. Administrative Reports:

1. Superintendent
2. GPS Principal
3. GIS Principal
4. GMS Principal
5. GHS Principal
6. GHS Assistant Principal/CTE Director
7. Athletic Director
8. Registered Nurse
9. Exceptional Student Services Director
10. Business Services Director
11. Human Resource Services Director
12. Instructional Services Director
13. Federal Programs & Grants Director
14. Transportation Supervisor
15. Facility Maintenance Supervisor
16. Emergency Response Supervisor
17. Technology Supervisor
18. Food Service Supervisor

- B. Discussion and possible action to approve the FY'2024-2025 Expenditure Budget Revision #1. Marcarlo Roanhorse motions to approve the FY'2024-2025 Expenditure Budget Revision #1, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

- C. Discussion and possible action to approve the FY'2025-2026 Indian Policies and Procedures. Patrick Burns motions to approve the FY'2025-2026 Indian Policies and Procedures, second by Marcarlo Roanhorse.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

- D. First Reading to amend Governing Board Policies: Disaster Recovery Policy, Multi-Factor Authentication (MFA) Policy, and Replacement and Upgrade Policy. First Reading no action.

- E. *Discussion and possible action to conduct Superintendent evaluation per school district policy CBI. *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. Leandra Thomas, Superintendent requests that this item be conducted in a public meeting. Nathan Schott, Legal Counsel with Gust Rosenfeld P.L.C. provided the results of the Superintendent evaluation (see attached). Marcarlo Roanhorse motions to accept the evaluation, second by Wallace James, Jr. Dr. Thomas provided a verbal statement on the evaluation.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

Marcarlo Roanhorse motions to enter into executive session for items F and G, second by Wallace James, Jr. Entered into executive session at 6:56 p.m.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

Wallace James, Jr. motions to exit executive session, second by Marcarlo Roanhorse. Exited executive session at 8:39 p.m. with the acclamation of the board.

Voice Vote: ALL– Aye;

Motion Carries: 5, 0, 0

- F. *Discussion and possible action regarding renewal of Superintendent contract. *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. Marcarlo Roanhorse directs legal counsel to draft the Superintendent's contract per their executive session discussion, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

- G. *Update from legal counsel, and discussion and possible action regarding potential settlement in Navajo Nation Labor Commission Case No. NNLC-2023-030. *Possible executive session per A.R.S. §§ 38-431.03(A)(3) Advice from legal counsel and 38-431.03(A)(4) Ongoing Litigation. Marcarlo Roanhorse declines potential settlement in the Navajo Nation Labor Commission Case No. NNLC-2023-030 and directs legal counsel to represent the district in the litigation, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye

Motion Carries: 5, 0, 0

IX. PERSONNEL

- A. Discussion and possible action to accept a Classified Staff Resignation:

1. Evangeline Shirley, Instructional Assistant II

Effective: November 20, 2024

- a. Recommendation to waive liquidation fees.

- B. Discussion and possible action to approve increase of classified employees and classified substitute's hourly wages to meet the new Arizona Minimum Wage requirement of \$14.70 per hour effective January 1, 2025 for the remainder of SY'2024-2025.

1. Garyden Yazzie
2. Freda Elliott
3. Charlene Nez
4. Sarah Keyannie
5. Anderson Sheka
6. Kaila Begay *pending transfer
7. Norma Toledo *pending hire

- D. Discussion and possible action for non-lateral transfer/offer of contract for SY'2024-2025:

1. Non-lateral transfer of Faith Bandiala from Substitute Teacher to Instructional Assistant II-ESS – Support Staff Salary Schedule, Grade F, step 1 at \$16.85 per hour for 90-day probationary period and increase to Step 6 at \$19.53 upon successful completion of probationary period, 185-day (9-month) contract prorated for actual start date.
2. Non-lateral transfer of Kaila Begay from Substitute Food Service Worker to Food Service Worker II – Support Staff Salary Schedule, Grade A, step 1 at \$14.35 per hour for 90-day probationary period and increase to step 2-6 pending final verification of employment upon successful completion of probationary period, 185-day (9-month) contract prorated for actual start date.

- E. Discussion and possible action to approve Extra-Duty/Supplemental Contracts for SY2024-2025:

1. Bus Drivers to transport students on athletic/activity trips during non-contracted Thanksgiving Break (November 25-30, 2024) at the rate of \$14.35 per hour:
 - a. Judy Silversmith, not to exceed 15 hours
 - b. Auriso Claw, not to exceed 15 hours
 - c. Kevin Yazzie, not to exceed 15 hours
2. Bus Drivers to transport students on athletic/activity trips during non-contracted Winter Break (January 1-4, 2025) at the rate of \$14.70 per hour:
 - a. Judy Silversmith, not to exceed 40 hours
 - b. Kirby Storer, not to exceed 40 hours
 - c. Kevin Yazzie (standby only), not to exceed 40 hours
3. Transportation Mechanics to work during non-contracted Winter Break (December 23, 2024-January 5, 2025) for preventative maintenance of starting and running the buses so the fluids don't crystalize and for on-call assistance regarding district vehicles to be paid at their normal hourly rates processed through timesheet of actual hours worked:
 - a. Edison Nez, not to exceed 16 hours
 - b. Phillip Nelson, not to exceed 16 hours
 - c. Leroy James, not to exceed 16 hours
4. Business Office Staff to work during non-contracted Winter Break (December 23, 2024 – January 3, 2025) to complete payroll and expense voucher processing to be paid at their normal hourly rates processed through timesheet of actual hours worked:
 - a. Bernissa Tso, not to exceed 40 hours

- b. Shirlene Lilly, not to exceed 40 hours
 - c. SharRon Blackwolf, not to exceed 40 hours
 - d. Madelene Duboise, not to exceed 40 hours
- 5. Maintenance Staff to work on-call/facility monitoring/special projects during Non-contracted Winter Breaks (December 23-2024 – January 5, 2025) at their normal contracted rates:
 - a. Irvin Curtis, not to exceed 64 hours
 - b. Christopher Lano, not to exceed 64 hours
 - c. Keith Long, not to exceed 64 hours
 - d. Timothy Lewis, not to exceed 64 hours
 - e. Edison Gorman, not to exceed 64 hours
 - f. Garyden Yazzie, not to exceed 64 hours
 - g. Thurman Lee, not to exceed 8 hours
 - h. Walter Thompson, not to exceed 8 hours
 - i. Michael Thompson, not to exceed 64 hours
 - j. Emerson Cornfield, not to exceed 8 hours
 - k. Shawn Benally, not to exceed 64 hours
- 6. Technology Staff to work over the Winter Break (December 23, 2024 – January 3, 2025) for computer upgrades and any technology issues at their normal contracted rates:
 - a. Leah James, not to exceed 16 hours
 - b. Carla Becenti, not to exceed 16 hours
 - c. Roxane Martinez, not to exceed 16 hours
 - d. Telford Todecheenie, not to exceed 16 hours
- 7. Coaches and Volunteer Coaches:
 - GHS Winter Sports
 - a. Freshman/Sophomore Boys Basketball Coach: Adriel Shirley \$2,700.00
 - b. Assistant Wrestling Coach: Carolynn Begay \$3,150.00
 - GMS Quarter 2 Sports
 - a. GMS Assistant Wrestling Coach: Layncon Hubbard \$1,800.00
 - Volunteer Coach
 - a. GHS Girls Basketball Volunteer Coach: Jayla McIntosh Non-paid
- 8. General Event Workers for Winter/Spring Season:
 - a. Lucinda Abercrombie
 - b. Ernestine Begay
 - c. Terra Begay
 - d. Marilyn Dineyazhe
 - e. Charlotte Jackson
 - f. Jessica James
 - g. Pashanna Lano
 - h. Candice Martinez
 - i. Mary Roanhorse
 - j. Mathayus Smith

F. Discussion and possible action to approve placement/hire of Substitute Workers for SY'2024-2025:

- 1. Norma Toledo, Food Service Worker

G. Discussion and possible action to approve Royetta Towne to complete Student Teaching under Navajo Technical University with Ganado Primary School for Spring 2025.

H. Discussion and possible action to approve Hollie Dawes to complete Student Teaching under the University of New Mexico with Ganado Intermediate School and Ganado High School for Spring 2025.

Marcarlo Roanhorse motions to approve IX. Personnel, items A, B, D, E, F, G, and H, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye
Motion Carries: 5, 0, 0

C. Discussion and possible action to hire/offer of contract for SY'2024-2025:

- 1. Evelyn Bahe, Counselor – Certified Salary Schedule, MA.60, Step 6 at \$75,525.29 salary plus \$2,000.00 prop 301 Salary, 11-month (222 day) contract prorated for actual start date.

Marcarlo Roanhorse motions to discuss, second by Wallace James, Jr. Marcarlo Roanhorse raised some concerns on previous employment with the district, therefore will not support the request, and declines to offer a contract, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye
Motion Carries: 5, 0, 0

X. REQUEST FOR FUTURE AGENDA ITEMS

- Leandra Thomas requests a Work Study Session on January 15, 2025 at 8:00 a.m., Ganado Field House;
- Allen Blacksheep, Jr. would like to get an update on the Beyond Textbooks Curriculum;
- Marcarlo Roanhorse makes a directive to get an update from the Maintenance Department on the upkeep of the facility and grounds with contracts, actual plan and budget, second by Wallace James, Jr.

Voice Vote: Mr. Roanhorse – Aye; Mr. Blacksheep – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Mora – Aye
Motion Carries: 5, 0, 0

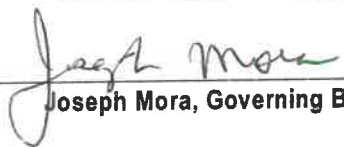
XI. ANNOUNCEMENTS

- A. Next Regular Board Meeting, January 9, 2025
- B. Planning Day, December 6, 2024
- C. Finalize Grades, December 18, 2024
- D. End of 3rd Quarter, December 20, 2024
- E. Winter Break, December 23-31, 2024
- F. Winter Break, January 1-3, 2025
- G. Start of 3rd Quarter, January 6, 2025

XII. ADJOURNMENT: Wallace James, Jr. motions to adjourn, second by Allen Blacksheep, Jr. Meeting adjourned at 8:55 p.m. by acclamation.

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.
Completed on December 10, 2024.

Dated this 9th day of January, 2025



Joseph Mora, Governing Board President

CBI-E ©**EXHIBIT****EVALUATION OF SUPERINTENDENT****Evaluation Rating Symbols**

**O = Outstanding; S = Satisfactory; N = Needs Improvement;
U = Unsatisfactory; X = Not Observed**

Note: Any rating of outstanding, needs improvement, or unsatisfactory requires the evaluator to list specific information in the Comments section that justifies and supports such rating.

A. Education

O	S	N	U	X	A. Administers the development, coordination, maintenance, and evaluation of the educational program, including the special education program.
I	IIII				
O	S	N	U	X	B. Supervises methods of teaching, supervision, and administration in effect in the schools.
I	II	II			
O	S	N	U	X	C. Keeps informed of modern educational practices and thought by advanced study, by visiting school systems elsewhere, by attending educational conferences, and by other appropriate means.
II	III				
O	S	N	U	X	D. Keeps the public informed about modern education practices, educational trends, and the policies, practices, and problems in the District schools.
I	IIII				

Comments regarding Section A:

- Improving student safety and emergency management in community.
- Good job in implementing Beyond Textbooks.

B. Management

O	S	N	U	X	A. Ensures that all activities of the District are conducted in accordance with the laws of the state of Arizona, the regulations of the Arizona Board of Education, and the policies of the Governing Board.
II	III				

O	S	N	U	X	B. Assumes responsibility for the overall financial planning of the District and for the preparation of the annual budget, and submits it to the Board for review and approval.
	IIII	I			
O	S	N	U	X	C. Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted budget, subject to direction and approval by the Board.
II	III				
O	S	N	U	X	D. Maintains or has maintained adequate records for the schools, including financial accounts; business and property records; and personnel, school population, and scholastic records.
II	II	I			
O	S	N	U	X	E. Provides suitable instructions and regulations to govern the maintenance of school properties.
	IIII				
O	S	N	U	X	F. Provides suitable instructions and regulations to govern the transportation of students.
	IIII	I			
O	S	N	U	X	G. Assumes responsibility for the use of buildings and grounds.
I	III		I		
O	S	N	U	X	H. Recommends the locations and sizes of new school sites and of additions to existing sites; the locations and sizes of new buildings; the plans for new school buildings; all appropriations for sites and buildings; and improvements, alterations, and changes in the buildings and equipment of the District.
I	II	II			
O	S	N	U	X	I. Oversees the processing and submission of required reports.
I	III	I			
O	S	N	U	X	J. Interprets the budget and finances to the community.
I	II	II			
O	S	N	U	X	K. Remains current on new legislation and implements laws to the best advantage of the District.
	IIII				
Comments regarding Section B:					
• Getting new construction going and handling needed repairs.					
C. Governing Board					
O	S	N	U	X	A. Attends and participates in all meetings of the Board and its committees, except when excused by the Board.
I	IIII				

Dr. Leandra Thomas Dec. 2021

O	S	N	U	X	B. Takes prompt action to implement all directives of the Board.
II	II	I			
O	S	N	U	X	C. Advises the Board on the need for new and/or revised policies.
I	IIII				
O	S	N	U	X	D. Provides timely advice to the Board on the implication of changes in statutes or regulations affecting education.
I	IIII				
O	S	N	U	X	E. Informs and advises the Board about programs, practices, and problems of schools, and keeps the Board informed of the activities operating under the Board's authority.
I	III	I			
O	S	N	U	X	F. Prepares and submits to the Board recommendations relative to all matters requiring Board action, placing before the Board such facts, objective information, and reports as are needed to ensure the making of informed decisions.
I	III	I			
O	S	N	U	X	G. Develops and implements rules and regulations in keeping with Board policy.
I	IIII				
O	S	N	U	X	H. Acts as chief public relations agent for the District.
I	IIII				
O	S	N	U	X	I. Acts on own discretion if action is necessary in any matter not covered by Board policy, reports such action to the Board as soon as practicable, and recommends policy guidance in the future.
I	IIII				
Comments regarding Section C:					
• Keeps the Board informed and up to date.					
D. Personnel					
O	S	N	U	X	A. Recommends to the Board the appointment or dismissal of all employees of the District.
I	IIII				
O	S	N	U	X	B. Ensures that all employees are evaluated in accordance with the schedule established by the Board.
I	III				
O	S	N	U	X	C. Determines assignments, defines the duties, and coordinates and directs the work of all employees of the District.
I	II	II			

O	S	N	U	X	D. Recommends all promotions, demotions, and salary changes to the Board.
I	IIII				
O	S	N	U	X	E. Communicates to all employees all actions of the Board relating to personnel matters, and receives from employees all communications to be made to the Board.
I	IIII				
Comments regarding Section D: <ul style="list-style-type: none">• Staffing progress and settling all outstanding labor contracts.• Ensure all personnel are qualified for their positions.					
Summary: <ul style="list-style-type: none">• Good job at running the District.					