

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 February 2, 2023, at 6:00 p.m. – District Board Room, Ganado, Arizona

- I. **CALL TO ORDER:** Joseph Mora, Board President called the meeting to order at 6:00 p.m.
- II. **ROLL CALL:** Marcarlo Roanhorse was present in person; Patrick Burns was present in person; Wallace James, Jr. was present in person; Joseph Mora was present in person.
- III. **APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Mr. Marcarlo Roanhorse motions to approve the agenda with amendments to move X. Personnel, items A-D after Old Business, Mr. Patrick Burns seconds the motion.

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

Motion Carries: 4, 0, 0

- IV. **PLEDGE OF ALLEGIANCE:** Leandra Thomas led the Pledge of Allegiance.
- 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:** Leandra Thomas, Interim Superintendent stated that Parent Teacher Conferences are scheduled for next week where they informed parents of the event and that in person meetings are recommended. Dr. Thomas also stated that the month of February is considered the Arizona School Board Recognition month.
2. **Governing Board:** Marcarlo Roanhorse informed the Governing Board to attend the Arizona School Board Association (ASBA) Board Operations Leadership Training Seminar is scheduled on February 8, 2023 and encourages the board to attend if they have time. Mr. Roanhorse also stated that on February 20, 2023 there is a scheduled ASBA Advocacy Date that he recommends board member attend as there are many proposals for cuts.

B. Celebrations and Recognitions.

- 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. Freddie Yazzie, community member addressed the board members on behalf of the Ganado Unified School District Bus Drivers and the participation at the Arizona School Rodeo where the bus drivers of the district always do well and are recognized for their talents. Mr. Yazzie stated that the request was made for bus drivers from the district to attend, but were told to raise funds to attend.

Allen Blacksheep, Jr. arrives at 6:14 p.m.

- 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. January 5, 2023, Regular Meeting
2. January 20, 2023, Special Meeting

B. Ratification of District Payroll and Expense Vouchers FY'22-23. 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 July 14, 2022.

Payroll Vouchers FY'23			Expense Vouchers FY'23		
V#17	01/04/23	\$567,138.42	V#3019	01/04/23	\$166,507.68
V#18	01/18/23	\$560,145.69	V#3020	01/18/23	\$70,927.96
			V#3021	01/24/23	\$117,640.49

C. Student Activities and Auxiliary Bank Accounts:

GPS SAF	Ending 01/06/23	\$6,528.01
GIS SAF	Ending 12/31/22	\$8,790.00
GMS SAF	Ending 12/31/22	\$19,788.06
GHS SAF	Ending 01/18/23	\$88,343.69
GHS AUX	Ending 01/06/23	\$25,237.47

D. Month-End Expenditure Budget & Cash Balance Report FY'23:

1. Month-End Expenditure Budget Balance and Cash Balance Reports for the month of January 2023.

E. Approval of the following out-of-state travel request:

1. Approval of overnight travel for seven (7) CTE HOSA students, one (1) advisor and one (1) bus driver to attend the HOSA 2023 State Leadership Conference from March 28-31, 2023 in Tucson, Arizona .

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

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

Motion Carries: 5, 0, 0

VIII. OLD BUSINESS

A. Second Reading to amend Governing Board Policies: New Policy IHAMB-EA - Family Life Education; New Policy IHAMB-EB - Family Life Education; New Policy IJL-E - Library Materials Selection and Adoption; JFABDA - Admission of Students in Foster Care; Regulation JFABDA - Admission of Students in Foster Care; Exhibit JHD-EB - Exclusions and Exemptions from School Attendance; New Policy KB-EC - Parental Involvement in Education. Mr. Wallace James, Jr. motions to amend Governing Board Policies: New Policy IHAMB-EA - Family Life Education; New Policy IHAMB-EB - Family Life Education; New Policy IJL-E - Library Materials Selection and Adoption; JFABDA - Admission of Students in Foster Care; Regulation JFABDA - Admission of Students in Foster Care; Exhibit JHD-EB - Exclusions and Exemptions from School Attendance; New Policy KB-EC - Parental Involvement in Education, second by Mr. Marcarlo Roanhorse.

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

Motion Carries: 5, 0, 0

X. PERSONNEL

A. Discussion and possible action to approve Resignation/Retirement of Classified Staff:

1. Rodger Smith, Custodian Effective: February 28, 2023
2. Dorothea Yazzie, Bus Driver/Transportation Worker Effective: January 27, 2023
3. Darren Claw, Maintenance Laborer Effective: February 10, 2023

B. Discussion and possible action to approve to rescind a contract offer and reopen the position:

1. Lorine Egans, ESS Teacher

C. Discussion and possible action to approve hire/placement of Classified Staff for SY'2022-23:

1. Tatiyahna Jones, Registrar/Attendance Clerk - \$14.80 per hour for both probationary period and remaining contract of 222 days prorated from actual start date.

D. Discussion and possible action to approve Supplemental Contracts/Extra Duty Pay for FY'2022-2023:

1. Serve as a Leadership Team member for the Primary School for SY'2022-23:
 - a. Monica Youvella - \$500.00

- b. Sharon Curley - \$500.00
 - c. Elaina Vann - \$500.00
 - d. Alvita Reid - \$500.00
 - e. Howard Smith - \$500.00
- 2. Serve as a Leadership Team member for the Intermediate School for SY'2022-23:
 - a. Allison Denetchee - \$500.00
 - b. Kathleen Begay - \$500.00
 - c. Pamela Begay - \$500.00
 - d. AnaManuela Rico - \$500.00
 - e. Donnaleigh Dedman - \$500.00
 - f. Rachelle Chee - \$500.00
- 3. Serve as a Leadership Team member for the Middle School for SY'2022-23:
 - a. Mickey Jones - \$500.00
 - b. Alice Hubbell - \$500.00
 - c. Ladonna Redhouse - \$500.00
 - d. Shannon Begay - \$500.00
 - e. Gilbert Tracey - \$500.00
 - f. Hope Willie - \$500.00
 - g. Lafina Willard-Descheny - \$500.00
 - h. Michael Bitsuie - \$500.00
- 4. Serve as a Leadership Team member for the High School for SY'2022-23:
 - a. Elaine Miller - \$500.00
 - b. Robert Berkey - \$500.00
 - c. Tjasa Vesel-Ames - \$500.00
 - d. Klair Kuhl - \$500.00
 - e. Charlotte Jackson - \$500.00
 - f. Marilyn Benally - \$500.00
 - g. Charlene Kirk - \$500.00
- 5. Serve as High School Athletic Coach for Spring Season for SY'2022-23:
 - a. Michael Bitsuie, Head Baseball Coach - \$3,600.00
 - b. Korey Curtis, Assistant Baseball Coach - \$3,150.00
 - c. Loretta Smith, Head Softball Coach - \$3,600.00
 - d. Adriel Shirley, Assistant Softball Coach - \$3,150.00
 - e. Wendy Shepherd, Volunteer Softball Coach – Non-paid
 - f. Julian Chee, Head Track and Field Coach - \$3,600.00
 - g. Rachelle Chee, Assistant Track and Field Coach - \$3,150.00
- 6. Serve as Middle School Quarter 4 Season Coach for SY'2022-23:
 - a. Hope Willie, Head Softball Coach - \$2,700.00
 - b. Elvis James, Head Baseball Coach - \$2,700.00
- 7. Serve as General Event Workers for Winter/Spring Season SY'2022-23:
 - a. Chryse Wallace - \$13.85 per hour tracked with timesheet
 - b. Christine Slayton - \$13.85 per hour tracked with timesheet
 - c. Tanya Jones - \$13.85 per hour tracked with timesheet
 - d. Kevin Watchman - \$13.85 per hour tracked with timesheet
 - e. Cheryl Joe - \$13.85 per hour tracked with timesheet

Mr. Marcarlo Roanhorse motions to approve X. Personnel, items A-D, second by Mr. Allen Blacksheep, Jr.

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

Motion Carries: 5, 0, 0

IX. NEW BUSINESS

A. Administrative Reports: (No Board Action required)

- 1. Interim 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 a proposed health staffing agreement between Ganado Unified School District and AMN Healthcare, Inc. beginning February 1, 2023 for a period of one year for the purpose of using healthcare clinicians to provide temporary professional services to Exceptional Student Services Students.** Mr. Marcarlo Roanhorse motions to approve the proposed health staffing agreement between Ganado Unified School District and AMN Healthcare, Inc. beginning February 1, 2023 for a period of one year for the purpose of using healthcare clinicians to provide temporary professional services to Exceptional Student Services Students, second by Mr. 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 a proposal and rates for Summer School, June 2023.** Mr. Marcarlo Roanhorse motions to approve a proposal and rates for Summer School, June 2023, second by Mr. Patrick Burns.

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

- D. Discussion and possible action to approve a proposed Salary Schedule and raises for SY'2023-24.** Mr. Marcarlo Roanhorse motions to approve a proposed Salary Schedule and raises for SY'2023.24, second by Mr. 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

Nicholas Clement, Arizona School Board Representative who was present via zoom introduced himself. Mr. Clement provided the Superintendent Search and selection update for Ganado Unified School District. He stated that the Outcome Goal is to select the highest qualified, best fit superintendent to lead Ganado Unified School District forward. He continued to state that the Process Goal is for Transparency and stakeholder input. Mr. Clement stated that records of the Superintendent search are to remain confidential until the finalist is selected. Mr. Clement went over the Guidelines/Recommendations: It is recommended that the Board follow a moratorium on contact with the media. The consultant will serve as the Board's spokesperson during the selection process; Rationale: This action will support transparency and perception regarding the Board's effort to conduct a fair and thorough process; It is recommended that the individual Board members do not contact potential superintendent applicants/finalists prior to or after the screening/formal interview process; Rationale: This action prevents candidates from any perception that their candidacy has an advantage. Mr. Clement went over the Timeline: Superintendent Search/Selection: Phase 1-Develop profile, timeline, community engagement (2/2/23); Phase 2-Posting, recruiting, community survey/input (2/8/23-3/10/23); Phase 3-Board screens/selects applicants to interview (3/28/23); Phase 4-Board interview with selected applicants/Forum (4/13/23); Phase 5-Board selects finalist to enter into negotiations (4/13/23); Phase 6-Board approves superintendent contract (TBD).

Mr. Roanhorse suggested that another day be added to the Board screen/selects applicants to interview date which is scheduled for March 28, 2023 because the last time that they did this process, it took a whole day (7:30a-11:00p) to complete. The extra day will provide that cushion where they can break in between if needed. Mr. Roanhorse suggested March 29, 2023. Mr. Clement stated that they could make an option depending on the number of applicants.

Mr. Clement explained the stakeholder survey that can be shared on the website and will provide the number of stakeholders that completed the survey. Mr. Clement explained the community forum process and the feedback process. Mr. Clement will work with the district staff to make available to the board.

- E. A representative of the Arizona School Boards Association will provide the Governing Board with an overview of the search process for a new District Superintendent and respond to questions from the Board.** Mr. Marcarlo Roanhorse motions to approve a representative of the Arizona School Boards Association will provide the Governing Board with an overview of the search process for a new District Superintendent and respond to questions from the Board, second by Mr. Allen Blacksheep, Jr.

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

- F. The Governing Board will discuss and may consider approval of securing the Arizona School Boards Association as the search agent to assist the Board in a search for a new superintendent. Mr. Marcarlo Roanhorse motions to approve securing the Arizona School Boards Association as the search agent to assist the Board in search for a new Superintendent, second by Mr. Allen Blacksheep, Jr.

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

- G. The Governing Board will review, discuss, and may consider approval of a Search Agreement, inclusive of a search timeline, between the District and the Arizona School Boards Association regarding the search for a new District Superintendent, and, consider providing authority to the Board President to sign the Search Agreement on behalf of the Governing Board. Mr. Marcarlo Roanhorse motions to approve Search Agreement, inclusive of a search timeline, between the District and the Arizona School Boards Association regarding the search for a new District Superintendent, and, consider providing authority to the Board President to sign the Search Agreement on behalf of the Governing Board. Mr. Roanhorse included the screening date to be extended from March 28-29, 2023. Mr. Wallace James, Jr. seconds the motion.

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

- H. The Governing Board will discuss and may consider approving the Arizona School Boards Association Online Superintendent Leadership Qualities Community Survey as a component of the Superintendent Search Process. Mr. Marcarlo Roanhorse motions to approve the Arizona School Boards Association Online Superintendent Leadership Qualities Community Survey as a component of the Superintendent Search Process, second by Mr. 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

- I. The Governing Board will discuss and may consider approval of the extent of stakeholder involvement that may be included in the search process for a new District Superintendent and direct the Arizona School Boards Association, in conjunction with District administration, to develop specific plans. Mr. Marcarlo Roanhorse motions to approve the extent of involvement that may be included in the search process for a new District Superintendent and direct the Arizona School Boards Association, in conjunction with District administration, to develop specific plans, second by Mr. Patrick Burns. Mr. James stated that it is important to receive questions, comments, and involvement from stakeholders.

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

- J. The Governing Board will discuss and may consider approving the position announcement related to the position of district superintendent to be published on the Arizona School Boards Association website. This announcement will include a district profile, community profile, position profile, position salary range, district financial information, and timeline and process. Mr. Marcarlo Roanhorse motions to approve the position announcement related to the position of district superintendent to be published on the Arizona School Boards Association website. This announcement will include a district profile, community profile, position profile, position salary range, district financial information, and timeline and process, second by Mr. Allen Blacksheep, Jr. Mr. Mora stated that he wanted to change the position description to reflect preferred and not required to determine selection under Qualifications and Experience. Mr. Roanhorse and Mr. Blacksheep amended their motion to include the request. Mr. Clement stated that he will make that change.

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

- K. The Governing Board will discuss and may consider approving questions specific to the District to be included in the District Superintendent position application advertised through the Arizona School Boards Association. Mr. Marcarlo Roanhorse motions to approve questions specific to the District to be included in the District Superintendent position application advertised through the Arizona School Boards Association, second by Mr. Patrick Burns.

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

- L. A representative of the Arizona School Boards Association will provide the Governing Board with an overview of the next search meeting agenda. Mr. Marcarlo Roanhorse motions to approve a representative of the Arizona School Boards Association to provide the Governing Board with an overview of the next search meeting agenda, second by Mr. 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. REQUEST FOR FUTURE AGENDA ITEMS

Mr. Roanhorse will email the board president and Interim Superintendent.

XII. ANNOUNCEMENTS

- A. Next Regular Board Meeting, March 2, 2023
- B. GIS & GMS Parent/Teacher Conference, February 7, 2023
- C. GPS & GHS Parent/Teacher Conference, February 8, 2023
- D. President's Day, District Closed, February 20, 2023
- E. Professional Development, February 22, 2023

XIII. ADJOURNMENT: Mr. Wallace James, Jr. motions to adjourn, second by Mr. Patrick Burns. Meeting adjourned at 7:10 p.m.

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

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.
Completed on: February 6, 2023.

Dated this 2nd day of March, 2023



Joseph Mora, Governing Board President