

# 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, Public Hearing and Executive Session Of the Governing Board of the Ganado Unified School District No. 20 January 20, 2023, at 6:00 p.m. – District Board Room, Ganado, Arizona

### Public Hearing Agenda

- I. **Call to Order:** Joseph Mora, Board President called the Public Hearing to order at 6:01 p.m.
- II. **Review of FY'2024 Impact Aid Application:** Henrietta Keyannie, Business Services Director provided an overview of the FY'2024 Impact Aid Application. Ms. Keyannie stated that Section 7003 FY 2024 Application for Federal Impact Aid is funding the district receives directly from the Federal Government. It is to help make up the lost local tax base to school districts imposed upon by Federal Property. In addition, the district receives additional funding for students with disabilities. The requirement is that these students must have an IEP (Individualized Education Plan) in place by the survey date. She continued to state that Students are counted that live on federal or trust lands on a survey date that is selected by the District. The survey date must be at least 3 days after the start of school but before January 31. Ms. Keyannie stated that the district used the August 9, 2022 as the survey date with a total enrollment of 1,194 students. She stated that there was 1 ineligible student due to no connection to federal property, with a total eligible student entry of 1,193 for grade PK-12. Ms. Keyannie stated that there were 109 students counted of students with disabilities. The district generates about \$9-\$10 million dollars in revenues where the funds are used for operational expenditures, including personnel costs (salaries, benefits, supplies, utilities, purchased services, capital, construction and legal expenditures allowed per the Arizona USFR. She stated that a Navajo Nation Official and the Bureau of Indian Affairs Realty office have to certify the student's physical addresses are Trust Lands on the Navajo Nation. The BIA Realty office will be getting the list next week. Ms. Keyannie stated that the child that is ineligible is listed as out of state and cannot be claimed. She stated that the enrollment the district has been using was 1,388, but enrollment has been going down. Ms. Keyannie reiterated that the student that is ineligible is listed to reside out of state and has to live in the state of Arizona.
- III. **Review of Proposed FY'2024 Indian Policies and Procedures:** The board reviewed the Indian Policies and Procedures. The Indian Policies and procedures have all the proper signatures from the parents.
- IV. **Public Comments:** There was no public comment.
- V. **Close Public Hearing:** Mr. Mora closed the public hearing at 6:15 p.m.

### REGULAR MEETING AGENDA

- I. **CALL TO ORDER:** Joseph Mora, Board President called the meeting to order at 6:15 p.m.
- II. **ROLL CALL:** Marcarlo Roanhorse, Allen Blacksheep, Jr., Patrick Burns, Wallace James, Jr., Joseph Mora were all present in person.
- III. **APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Mr. Marcarlo Roanhorse motions to approve the agenda as presented, 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*

### IV. OLD BUSINESS

- A. **Discussion and possible action to approve the Covid-19 Pandemic: Return-to-work and school reopening plan.** Leandra Thomas, Interim Superintendent stated that prior year approvals of the plan were not done. She stated that the plan included Phase I-V, where they added in Phase V which they are currently using. Dr. Thomas stated that the Navajo Nation President Plans on lifting the mask mandate on the Navajo Nation and that they still have questions. She stated that legal counsel reviewed the Phase V Plan and provided feedback, however they did not review Phase I-IV. A phrase was added in regards to the lifting of the mask mandate.

**B. Discussion and possible action to approve the SY'2022-2023 Classroom Site Fund Plan.**

Mr. Joseph Mora motions to approve IV. Old Business, items A and B, 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*

**V. NEW BUSINESS**

**A. Discussion and possible action to approve FY'2024 Impact Aid Application.**

**B. Discussion and possible action to authorize Leandra Thomas, Interim Superintendent to sign the Impact Aid Application.**

**C. Discussion and possible action to approve FY'2024 Indian Policies and Procedures to be submitted with the Impact Aid Application.**

Mr. Marcarlo Roanhorse motions to approve V. New Business, items A, B and C, 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*

**D. First 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. No action required as this is a first reading.**

**E. Presentation, discussion, and possible action regarding an update from Board President on Superintendent Search services from Arizona School Boards Association (ASBA).**

Mr. Mora read the following regarding the meeting with Arizona School Board Association (ASBA):

Board President Joseph Mora and Ganado USD Attorney Nathan Schott met on 1/19 with Tracey Benson and her administrative assistant Ben Adams. Tracey discussed ASBA qualifications and summarized the search process as consisting of 4 meetings.

Meeting #1. The first meeting would occur as soon as possible (tentatively planned for Feb. 2, 2023), where the first order of business would be to approve the search agreement. Ganado USD counsel has tentatively reviewed and approved the agreement, and will follow-up with a letter confirming the agreement is legally permissible for the Board to approve.

- After agreement is signed, the next order of business is for the Board to discuss and advise ASBA whether they want to a community survey and/or a community forum for the purpose of determining what the community thinks the most important attributes of the District leader would be. Ms. Benson explained that community survey helps ASBA and the Board evaluate candidates.
- Next order of business is for the Board to review and approve the job posting / advertisement. ASBA has the advertisement from 2020, which will be used as the starting point. Board Members will be provided this document before the Feb. 2 meeting and are encouraged to carefully review and come to the Feb. 2 meeting with any recommended changes for discussion and possible approval by the full board.
- The final order of business is to review and approve the online application process. ASBA has standard questions applicants must answer. Governing Board can include additional District-specific questions. Board Members encouraged to think about additional questions before Feb. 2 meeting.

All items on Meeting #1 will be in open session. ASBA consultant will be present for this meeting. If Board does not get through all items or needs additional time to review and consider these items, Board may table items and schedule special meeting approximately 2 week later (week of Feb. 16)

After Meeting #1—(a) Job posting is left open for approximately 4 weeks; (b) Community survey distributed and data collated by ASBA, (3) ASBA checks references of applicants as they are received, and (4) ASBA contacts individual Board Members to gather input on qualifications that member prioritizes.

Meeting #2. Governing Board reviews all applications with ASBA consultant in executive session. ASBA consultant advises Board which candidates meet minimum qualifications and is best fit per "leadership profile" developed from community survey and Board input. Governing Board decides which candidates it wishes to interview. In open session, Board discusses with ASBA Consultant themes of questions to ask in interviews.

After Meeting #2—(a) ASBA consultant notifies candidates whether they were selected for interview; (b) ASBA consultant develops interview questions for first-round interviews; ASBA conducts background checks on candidates selected for interviews.

Meeting #3. Governing Board finalizes interview questions. Board interviews candidates in executive session with ASBA Consultant present. Governing Board selects two or more candidates to be selected for final interview. In open session, Board discusses with ASBA Consultant themes of questions to ask in final interview.

**Meeting #4.** Governing Board conducts final interviews with remaining candidates in executive session. ASBA hosts open community forum for students/staff/community members to ask final candidates questions. Governing Board meets again in executive session to select Superintendent. Board and/or legal counsel begin contract negotiations.

After Meeting #4—(a)-ASBA provide up to 3-hour training for Board and New Superintendent to get to know each other and lay the foundation for the working relationship, and ensure a common understanding on mission and vision of District.

Other Notes – ASBA consultant is Tracey Benson working with either Nic Clement or Marc Jorgenstad. Total time from signing of services agreement to hiring of Superintendent is 12-14 weeks.

Cost of ASBA search services is \$7,345. Mileage, meal costs, and hotel accommodations are additional expenses. ASBA consultants can appear via Zoom if needed, but not recommended. Background checks for finalists are \$190/person.

Mr. Marcarlo Roanhorse motions to accept the update from Mr. Mora, second by Mr. Wallace James, Jr. It was suggested that a pamphlet be developed in lieu of a recruitment drive.

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

## **VI. PERSONNEL**

### **A. Discussion and possible action to approve Non-Lateral Transfer for FY'2022-2023:**

- 1. Layncon Hubbard, Non-Lateral transfer from Substitute Teacher to Teacher, \$45,000.00 annually and additional prop 301 pay, both prorated per her actual start date.**

Mr. Wallace James, Jr. motions to approve VI. Personnel, 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**

**VII. ADJOURNMENT:** Mr. Marcarlo Roanhorse motions to adjourn, second by Mr. Patrick Burns. Meeting adjourned at 6:40 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 January 23, 2023.

Dated this 2<sup>nd</sup> day of February, 2023

  
\_\_\_\_\_  
Joseph Mora, Governing Board President