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 Virtual Public Meeting
Of the
Governing Board of the Ganado Unified School District No. 20
November 4, 2021 at 6:00 p.m. from the District Board Room, Ganado, Arizona

I. **CALL TO ORDER:** Mr. Marcarlo Roanhorse, Board President called the meeting to order at 6:08 p.m.

II. **ROLL CALL:** Judy James was present in-person; Teresa Gorman was present by zoom; Marcarlo Roanhorse was present in-person and by zoom.

III. **APPROVAL OF AGENDA: Discussion, and Possible Action to Approve the Agenda.** Dr. Dobias, Superintendent recommended to delete X. Personnel, item L. Ms. Judy James motions to approve with the recommended deletion, second by Mrs. Teresa Gorman.
Voice Vote: Ms. James – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 3, 0, 0

IV. **PLEDGE OF ALLEGIANCE:** Dr. Dobias led the Pledge of Allegiance.

IX. **NEW BUSINESS**
Mrs. Teresa Gorman motions to enter into executive session, second by Ms. Judy James. Entered into executive session at 6:13 p.m.
Voice Vote: Ms. James – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 3, 0, 0

Mrs. Wanda Begay joined the meeting in executive session.

Ms. Judy James motions to exit executive session, second by Mrs. Wanda Begay. Exited executive session at 6:57 p.m. Mrs. Gorman was not available at the time voice vote was taken.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mr. Roanhorse - Aye
Motion Carries: 3, 0, 0

A. ***Discussion and possible action regarding procedures for Superintendent's annual evaluation and performance pay. *Possible executive session per ARS 38-431.03(A)(1) Personnel and ARS 8-431.03(A)(3) Advise from legal counsel.**
Nathan Schott with Hufford, Horstman, Mongini, Parnell, Tucker, LLC provided a synopsis of what transpired in executive session: He stated that they discussed possible procedures for conducting the Superintendent's annual evaluation and for performance pay for the first half of this school. After some discussion and questions it would be his recommendations that the board use the following procedures to conduct both the annual evaluation and performance pay. He recommended that since all the board members have both the annual evaluation instrument which is set forth in policy CBI-E that each board member individually complete that evaluation and the board members also have to have the performance pay rubric which is part of the Superintendent's contract. He recommends that each board member individually completes that performance pay rubric when those documents have been completed, he would recommend that each board member go ahead and provide those completed evaluations and performance pay rubric to the board secretary. Once the board secretary has all the board member's evaluation and performance pay rubric and recommend that the secretary forward those documents to the office of Hufford, Horstman, Mongini, Parnell, Tucker, PC. At which time, Mr. Schott will take a look at all the documents and prepare a cumulative evaluation with all of the board member's evaluation scores and comments. He will also prepare a second document with all of the board member's votes on the performance pay. He will prepare all of those documents ahead of the December 2, 2021 board meeting at which time the board will have another executive session to discuss both annual evaluation instrument and the performance pay. Due to the timing of all of this, there are some breaks coming up at the end of this month, he would recommend and request that all board members provide their completed evaluations and rubric to Ruth Kanuho, no later than November 19th, two weeks from tomorrow. This should give us

enough time to prepare, collate and into BoardDocs with enough time for the board to review in advance of the December 2, 2021 board meeting. Mrs. Teresa Gorman makes a motion to accept the recommendations of Mr. Schott regarding the Superintendent's evaluation and performance pay rubric, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 4, 0, 0

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. Dobias stated that the district just started the pool testing. She stated that everything is in and the testing should start Monday or Tuesday, because Group A and Group B have to be done in the morning, in the afternoon and shipped out. Dr. Dobias stated that the damaged bathrooms in the field house is being repaired. These are damages from the flooding that occurred a year ago.
2. **Governing Board:** Mr. Roanhorse stated that the board attended an ASBA Apache County Meeting and elected a County Director to represent Apache County at the Arizona School Board Association Director's Meetings. He stated that Ms. Judy James was re-elected in holding a position as one of ASBA Board of Directors. Congratulations, Ms. James. Ms. James wanted to congratulate board members for their years of service on the board which was awarded at the Apache County Meeting last week.

B. **Celebrations and Recognitions.** Lynette Lookingback, Athletic Director presented the following: She stated that GHS Volleyball team will be traveling to play in the first round of the playoffs, to play the number 1 seed, Chandler Prep. If they advance, they will play on Saturday, November 6, 2021. She recognized the North Volleyball, All region as Mya Dalgai, North Offensive Player of the Year; 1st Region team: Lauren Burns; Lavero Makenna Manuelito. 2nd Region Team: Kelanna Bitsuie; Kiara Curtis and Kayla Watchman. The Cross country team took first place at the 2A North Regional Championships in Hopi last week. She announced Mica Slivers and Anna Marie Yazzie as the individual champions. This past Wednesday, they traveled to Holbrook and both team men and women qualified for state. The boys team took 1st place and the girls team took 2nd. Mica Slivers took championship. They will be running next Saturday at Cave Creek Golf Course. Next month would be the 2A Football all region selections. Thank you for all your support.

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.** There was 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. **October 7, 2021, Regular Meeting**
2. **October 14, 2021, Special Meeting**

B. **Ratification of District Payroll and Expense Vouchers FY'21-22. 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 12, 2021.**

Payroll Vouchers FY'22			Expense Vouchers FY'22		
V#15	09/29/21	$588,838.63	V#2007	09/29/21	$237,371.58
V#16	10/13/21	$570,272.14	V#2008	10/13/21	$48,481.96

C. **Student Activities and Auxiliary Bank Accounts:**

GPS SAF	Ending 10/06/21	$7,504.10
GIS SAF	Ending 09/30/21	$9,487.55
GMS SAF	Ending 09/30/21	$17,752.53
GHS SAF	Ending 10/18/21	$75,636.93
GHS AUX	Ending 10/06/21	$31,432.02

D. **Month-End Expenditure Budget & Cash Balance Report FY'21 & FY'22:**
1. **Month-End Expenditure Budget Balance and Cash Balance Reports for the month of October 2021.**

E. **Approval of the following Overnight/Out-of-state Travel Requests:**

1. **Approval of out-of-state travel request for Board President Marcarlo Roanhorse, Superintendent Betsy Dobias and Business Services Director Henrietta Keyannie to attend the FISEF One-Day School Business Officials Impact Aid workshop and the National Indian Impacted Schools Association 37th Annual Conference from December 4-8, 2021 in Las Vegas, Nevada.**
2. **Approval of overnight travel for GHS Wrestling Team to attend the Sand Devil Wrestling Tournament from January 20-22, 2022 in Page, Arizona.**
3. **Approval of overnight travel for GHS Wrestling Team to attend the Mogollon Wrestling Tournament from January 28-29, 2022 in Heber, Arizona.**
4. **Approval of overnight travel for GHS Varsity Boys Basketball Team to attend the Mesa Timber White Mountain Classic Basketball Tournament from December 28-30, 2021 in Pinetop-Lakeside, Arizona.**
5. **Approval of overnight travel for GHS Varsity Boys Basketball Team to attend the Bullhead City Holiday Shootout from December 20-22, 2021 in Bullhead City, Arizona.**
6. **Approval of overnight travel for GHS Varsity Girls Basketball Team to attend the Epic Basketball Tournament from December 27-30, 2021 in Chandler, Arizona.**

Mrs. Wanda Begay motions to approve VII. Consent Agenda, items A-E, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 4, 0, 0

VIII. OLD BUSINESS

A. **Second Reading to amend Governing Board Policy: GBGB-R-Staff Personal Security and Safety; GCH-Professional/Support Staff Orientation and Training; IMB-Teaching About Controversial/Sensitive Issues; JLCB-Immunizations of Students; Regulation JLCB-R-Immunizations of Students.** There was no action on this item due to no motioning party. It will come presented as a Third Reading at the next board meeting.

IX. NEW BUSINESS

B. **Administrative Reports: (No Board Action required)** Board reports for Superintendent, GPS Principal, GIS Principal, GMS principal, GHS Principal, CTE Director, Athletic Director, Exceptional Student Services Director, Business Services Director, Human Resources Services Director, Instructional Services Director, Federal Programs and Grants Director, Transportation Supervisor, Facility Maintenance Lead, Housing Maintenance Lead, Security Supervisor, Technology Supervisor, Food Service Supervisor and Emergency provided their Administrative Reports for review. Any questions or requests regarding board reports should be sent to Dr. Dobias or placed on the next board agenda.

C. **Discussion and possible action to approve the purchase of Air Purifiers from School Health Corporation in the amount of $244,712.10 using the ESSER II grant fund in the plan to mitigate the spread of COVID-19 in schools and throughout the school district.** Mrs. Wanda Begay motions to approve the purchase of Air Purifiers from School Health Corporation in the amount of $244,712.10 using the ESSER II grant fund in the plan to mitigate the spread of COVID-19 in schools and throughout the school district, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mr. Roanhorse - Aye
Motion Carries: 3, 0, 0

D. **Discussion and possible action to approve a Memorandum of Understanding between Ganado Unified School District and Navajo Head Start in regards to Facilities Use and Food Service Agreements for the school year beginning February 28, 2021 to June 30, 2023.** Mrs. Teresa Gorman motions to approve a Memorandum of Understanding between Ganado Unified School District and Navajo Head Start in regards to Facilities Use and Food Service Agreements for the school year beginning February 28, 2021 to June 30, 2023, Second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 3, 0, 0

E. **Discussion and possible action to approve payment of prior year timesheets for Tjasa Vesel-Ames of up to 36 hours of Teaching an additional Math Class and Professional Development from October 2020-June 2021.** Mrs. Teresa Gorman motions to approve payment of prior year timesheets for Tjasa Vesel-Ames of up to 36 hours of Teaching an additional Math Class and Professional Development from October 2020-June 2021, second by Mr. Marcarlo Roanhorse.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 4, 0, 0

X. PERSONNEL

A. **Discussion and possible action to accept the resignation of Certified Administrative Staff:**
   1. **Lawrence Sam, Jr. effective October 20, 2021**

Mrs. Teresa Gorman motions to approve X. Personnel, item A1, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Abstain; Mrs. Gorman – Aye; Mr. Roanhorse - Aye

Motion Carries: 3, 0, 1

Francis Noble joined the meeting at 7:38 p.m.

B. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for Acting in a Certified Administrative Position until such time that an individual is hired:

1. **Chris McNabb, Acting Principal (Ganado Intermediate School)**

Mrs. Wanda Begay motions to approve X. Personnel, item B1, second by Mr. Marcarlo Roanhorse.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

C. Discussion and possible action to amend the position offered to Certified Staff for SY'2021-22:

1. **Jan Vigilia, ESS Teacher**

Mr. Francis Noble motions to approve X. Personnel, item C1, second by Mrs. Teresa Gorman.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

D. Discussion and possible action to approve hire/placement of Classified Staff for FY'2021-22:

1. **Natasha Wauneka, Bus Driver/Transportation Worker**

Ms. Judy James motions to approve X. Personnel, item D1, second by Mrs. Teresa Gorman.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

E. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY'2021-22:

1. **Serve as Ganado High Prep Hour Substitute Worker for SY'2021-22:**
   a. **Bryant Etsitty**
2. **Serve as Ganado Primary School Leadership Team Members:**
   a. **Shelby Ben, Sparks K-5**
   b. **Jona Pechon, ESS Teacher**
   c. **Monica Youvella, Pre-K Teacher**
   d. **Sharon Curley, Kindergarten Teacher**
   e. **Elaina Vann, First Grade Teacher**
   f. **Alvita Reid, Second Grade Teacher**

Mr. Francis Noble motions to approve X. Personnel, item E1-2, second by Mrs. Teresa Gorman.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

F. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:

1. **Ganado High School Coach Recommendation:**
   a. **Chad Mescal, Junior Varsity Boys Basketball Coach**

Mr. Francis Noble motions to approve X. Personnel, item F1, second by Mr. Marcarlo Roanhorse.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

G. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:

1. **Ganado High School Coach Recommendation:**
   a. **Sylvia Edgewater, Head Softball Coach**

H. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:

1. **Ganado Middle School Second Quarter Coach Recommendation:**
   a. **Ivannah Jones, Junior Varsity Volleyball Coach**

I. Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:

1. **Ganado Middle School Third Quarter Coach Recommendation:**
   a. **Hope Willie, Junior Varsity Girls Basketball Coach**

J. **Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:**
   1. **Ganado Middle School Fourth Quarter Coach Recommendation:**
      a. **Jerome Begay, Head Baseball Coach**

K. **Discussion and possible action to approve Supplemental Contract/Extra Duty Pay for SY"2021-22:**
   1. **GMS/GHS Athletic Event Workers:**
      a. **Terra Begay**
      b. **Marilyn Todecheenie**
      c. **Rachel Locaspino**
      d. **Roxanne Roanhorse**

Ms. Judy James motions to approve X. Personnel, item C1, second by Mrs. Teresa Gorman. Mr. Noble recuses himself from voting for K1c. Rachel Locaspino.
Voice Vote: Mr. Noble – Aye; Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse - Aye
Motion Carries: 5, 0, 0

~~L. Discussion and possible action to approve placement of Substitute Teacher for SY'2021-22:~~
   ~~1. Ian Harriman~~

XI. REQUEST FOR FUTURE AGENDA ITEMS

Mr. Roanhorse suggested a Winter Work Study Session in the future. He also stated that requests for future agenda items be submitted to Dr. Dobias, Superintendent.

XII. ANNOUNCEMENTS

A. **Next Regular Board Meeting, December 2, 2021**
B. **Remote Learning Day, November 3, 2021**
C. **Parent Teacher Conference, November 3, 2021**
D. **Veteran's Day – District Closed, November 11, 2021**
E. **No School, November 22-24, 2021**
F. **Thanksgiving Break – District Closed, November 25-26, 2021**
G. **End of Quarter, December 18, 2021**
H. **Winter Break – District Closed, December 20-31, 2021**
I. **Start of 3rd Quarter – January 3, 2022**

XIII. ADJOURNMENT

Teresa Gorman motions to adjourn, second by Mrs. Wanda Begay. Meeting adjourned at 7:52 p.m.
Voice Vote: ALL – Aye;
Motion Carries: 5, 0, 0

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.

Dated this 14th **day of** February, **202**2

Marcarlo Roanhorse, Governing Board ~~President~~