

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 October 6, 2022, at 5:00 p.m. – District Board Room, Ganado, Arizona

- I. **CALL TO ORDER:** Marcarlo Roanhorse, Board President called the meeting to order at 5:16 p.m.
- II. **ROLL CALL:** Judy James was present by zoom; Wanda Begay was present by zoom; 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.** Mrs. Teresa Gorman motions to approve the agenda and to table X. Personnel, items A-F, second by Ms. Judy James.
Voice Vote: Ms. James – Aye; Mrs. Begay – Nay; Mrs. Gorman – Aye; Mr. Roanhorse – Nay;
Motion Fails: 2, 2, 0
- Mr. Roanhorse stated that the Governing Board had time to review the items on the agenda and requests to take care of business. Mr. Marcarlo Roanhorse motions to approve the agenda and to move X. Personnel, items A-F after X. Item J. Ms. Judy James seconds the motion.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Nay; Mr. Roanhorse – Aye;
Motion Carries: 3, 1, 0
- IV. **PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was led by Leandra Thomas, Acting Superintendent.
- 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 regarding homecoming. She stated that the Ganado High School will be able to provide more information.
 2. **Governing Board:** Wanda Begay and Judy James requested to reserve time at the next board meeting to provide a report on their NAFIS trip to Washington, DC from September 16-21, 2022. Ms. James stated that Ganado Unified School District will be hosting this year's Arizona School Board Association Apache County Meeting on October 25, 2022, at 5:00 p.m.
- B. **Celebrations and Recognitions.** The Ganado Middle School Football team and Ganado Middle School Cross Country Teams introduced themselves at the Board Room. The Ganado Middle School Football team is undefeated and will be playing for NAIC Championship on October 10, 2022; The Ganado Cross Country Team had a great season. The Ganado Primary School Princess is Jules James and Ganado Intermediate School Princess is Arianna Holiday. Dr. Thomas recognized the district's employee of the month and honorable mention. Board members provided congratulatory speeches.

Judy James disconnects from the meeting at 5:54 p.m.

- 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. Steven Kee, Community Member addressed the Governing Board in regards to the lockdown that happened during a football game the evening before at the high school and for providing the service; Mr. Kee also requested to reinstate the Superintendent tonight instead of prolonging the action. He also requests that all Governing Board members be present in person at these meetings.

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. September 1, 2022, Regular Meeting
2. September 2, 2022, Special Meeting
3. September 15, 2022, Special Meeting

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

1. Approval of overnight travel for GHS Varsity Volleyball Team members, three (3) coaches and one (1) bus driver to attend a 3A Play-in at high seed location on November 1, 2022 with location to be determined.
2. Approval of overnight travel for GHS Varsity Volleyball Team members, three (3) coaches and one (1) bus driver to attend a 3A Conference State Championship Round 1 on November 5, 2022, with location to be determined.
3. Approval of overnight travel for GHS Varsity Volleyball Team members, three (3) coaches, and one (1) bus driver to attend a 3A Conference State Championship Quarterfinals on November 8, 2022, with location to be determined.
4. Approval of overnight travel for GHS Varsity Volleyball Team members, three (3) coaches, and one (1) bus driver to attend a 3A Conference State Championship Semifinals on November 11, 2022, with location to be determined.
5. Approval of overnight travel for GHS Varsity Volleyball Team members, three (3) coaches, and one (1) bus driver to attend a 3A Conference State Championship Finals on November 12, 2022, at the Arizona Veteran's Memorial Coliseum in Phoenix, Arizona.
6. Approval of overnight travel for GHS Cross Country Team members, two (2) coaching staff, and one (1) bus driver to attend the State Cross Country Meet on November 12, 2022, at the Cave Creek Golf Course, Cave Creek, Arizona.
7. Approval of overnight travel for nineteen (19) GHS CTE Graphic Design, Construction, Drafting, and Welding Students, three (3) male chaperones, two (2) female chaperones, and one (1) bus driver to attend the SkillsUSA Chapter Leadership Conference from November 2-4, 2022 in Williams, Arizona.
8. Approval of overnight travel for six (6) Ganado High School CTE HOSA Students, one (1) chaperone, and one (1) bus driver to attend the HOSA Fall Leadership Camp from November 9-11, 2022 in Phoenix, Arizona.
9. Approval of out-of-state travel for Teachers Elaine Miller and Sarah Wilson to attend the National Council of Teachers of English 2022 Annual Convention from November 16-21, 2022 in Anaheim, California.

Mrs. Teresa Gorman motions to approve VII. Consent Agenda, items A-B, second by Mr. Marcarlo Roanhorse. Mr. Roanhorse stated that there are concerns from parents regarding hotels that are hosting the sports teams are not doing very good job. Mrs. Gorman stated that the motels are not very good. Mrs. Begay stated that she concurs with her colleagues with concerns and would like to ensure a safe environment for the students. Mr. Roanhorse is requesting that the district provide good and safe lodging for the students and staff while they are on travel.

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

Motion Carries: 3, 0, 0

VIII. OLD BUSINESS

- A. Second Reading to amend Governing Board Policies: New Policy JLDAB – Referrals to Other Agencies; (New Regulation) JLDAB – R – Referrals to Other Agencies; (New Exhibit) JLDAB-E – Referrals to Other Agencies.**
- B. Second Reading to amend Governing Board Policies: JRR – Student Survey; (New Regulation) JRR-R – Student Surveys; KI – Visitors to Schools; KI-R – Visitors to Schools; (New Exhibit) KI-E – Visitors to Schools; KB – Parental Involvement in Education; KB-R – Parental Involvement in Education; KB-EB – Parental Involvement in Education; IHAMB – Family Life Education; IHAMB-R – Family Life Education; JLCB – Immunizations of Students; JLCB-R – Immunization of Students; JLCB-E – Immunization of Students; JLCC – Communicable Infectious Diseases; GBGCB – Staff Health and Safety; DIA – Accounting System; IHA – Basic Instructional Program; JLDA – School Counselors and Psychologists; JICFA – Hazing; JICFA-EB – Hazing; IKF – Graduation Requirements; (New Policy) JJIA – Intramural Sports; JJIB – Interscholastic Sports; JJIB-R – Interscholastic Sports; EE-Transportation Services; EEA-EA – Bus Driver Requirements, Training, and Responsibilities; JF – Student Admissions; IJL – Library Materials Selection and Adoption; IJL-R – Library Materials Selection and Adoption; IJNC – Resource Centers/Media Centers/School Libraries; (New Regulation) IJNC-R – Resource Centers/Media Centers/School Libraries; (New Exhibit) IJNC-E – Resource Centers/Media Centers/School Libraries; IMD – School Ceremonies and Observances; IMB – Teaching About Controversial/Sensitive Issues.**

Ms. Judy James reconnects to the meeting via zoom at 6:14 p.m.

Mrs. Teresa Gorman motions to approve VIII. Old Business, items A-B, second by Mrs. Wanda Begay.
Voice Vote: Ms. James – Aye; Mrs. Begay – Aye; Mrs. Gorman – Aye; Mr. Roanhorse – Aye;
Motion Carries: 4, 0, 0

IX. NEW BUSINESS

A. Administrative Reports: (No Board Action required)

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

Ms. Judy James requests that the Federal Programs & Director Report be discussed at a future meeting. Mrs. Teresa Gorman requests that the Human Resources Report be discussed at a future meeting. Mrs. Wanda Begay would like to review the Superintendent's report at a future meeting in regard to the school district student achievement and student testing.

- B. **First Reading to amend Governing Board Policies: JLCB – Immunization of Students; Regulation JLCB-R – Immunization of Students; Regulation KDB-R – Public’s Right to Know/Freedom of Information.** There is no action of the board required at this time as this is the first reading.
- C. **Discussion and possible action to approve a Governing Board Resolution supporting the FY’2023 Aggregate Expenditure Limit (AEL) Override.** Mr. Teresa Gorman motions to approve a Governing Board Resolution supporting the FY’2023 Aggregate Expenditure Limit (AEL) Override, 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

G. Discussion and possible action to approve Resignation of Certified Staff:

- | | |
|---------------------------|------------------------------|
| 1. Casey Ambrose, Teacher | Effective October 13, 2022 |
| 2. Johnson Brown, Teacher | Effective September 28, 2022 |

H. Discussion and possible action to approve hire/placement of Classified Staff for FY'2022-2023:

1. Tanya Jones, Instructional Assistant I
2. Ethel Carty, Secretary IV

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

1. Assuming additional duties of supervising the Intermediate School Staff and students who have been assigned to the Primary School and Middle School Buildings due to construction:
 - a. Leandra Begaye
 - b. April Clairmont
 - c. Corrina Begay
2. Provide after-school tutoring service at Ganado High School on an as-needed basis, days and hours will vary according to number of student requests:
 - a. LaVonne Juhl, Academic Tutor
 - b. Korey Curtis, Enrichment Tutors
3. Ganado High School Club Managers and Sponsors:
 - a. Sophomore Class Sponsor: Rosa Bercasio

- b. Junior Class Sponsor – Candace Thomas*
*pending sub certificate for stipend
- 4. Ganado High School Coach recommendations for Fall Season:
 - a. Assistant Cross Country Coach: Elaina Vann*
*Stipend to be backdated and prorated for start date.

J. Discussion and possible action to approve Substitute Teachers for SY'2022-2023:

- 1. Kent Bluehouse
- 2. Mildred McNabb

Mrs. Wanda Begay motions to approve X. Personnel, items G-J, second by Mrs. Teresa Gorman as recommended by administration, second by Mrs. Teresa Gorman.

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

Mr. Roanhorse stated that Betsy Dobias is present in person in the board room and that he received an email requesting that the items regarding Dr. Dobias be discussed in executive session. Dr. Dobias confirmed that she would like items regarding her be discussed in executive session.

Mrs. Teresa Gorman motions to enter into executive session, second by Mrs. Wanda Begay. Nathan Schott, Legal Counsel with Hufford, Horstman, Mongini, Parnell, Tucker, PC requested to make a statement before entering into executive session. Mr. Schott recommends that the board goes into executive session first on item A, because the board's decision on item A will determine what the board's options are on item B and C. Once the board discusses A, B and C which have to be done separately then the board can discuss items D, E and F all together in a possible executive session again if the board wants to. First and foremost, he would recommend that the board go into executive session just for item A. Based on that Mrs. Teresa Gorman amends her motion to enter into executive session for item A, second by Mrs. Wanda Begay. Entered into executive session at 6:36 p.m.

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

Mrs. Teresa Gorman motions to exit executive session, second by Ms. Judy James. Exited at executive session at 9:00 p.m. Judy James, Teresa Gorman and Marcarlo Roanhorse were present. Nathan Schott, Legal Counsel with Hufford, Horstman, Mongini, Parnell, Tucker, PC provided a synopsis of what transpired in executive session. Mr. Schott stated that the board went into executive session for item A, where the board reviewed a notice of intent to impose discipline to Superintendent Betsy Dobias at length, discussed options and is up to the board on how they want to proceed with the notice of intent.

- A. ***Discussion and possible action to approve and authorize delivery of the Notice of Intent to Impose Discipline to Superintendent Betsy Dobias. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** Mrs. Teresa Gorman makes a motion to table this item, seconded by Ms. Judy James. Mr. Roanhorse stated that tabling this item, is prolonging the process that the board has been reviewing and should be sufficient time for the board to make a decision. He continued to state that the board has done due diligence on the process by reviewing it at the previous meetings and is just prolonging the process, therefore does not support it.

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

Mr. Schott informed the Governing Board that since item A was tabled, there will be action required on item B or C. Mrs. Begay informed the administration via text that she is not able to unmute her device to vote on the topic (item A), where she is voting "Nay". Mr. Roanhorse asked legal on how to proceed. Mr. Schott asked if the board could go into recess while Mrs. Begay is getting back on the line. Mrs. Gorman stated that the vote was taken and cannot go back to take the vote again as it is illegal. Mr. Roanhorse stated that they are trying to get Mrs. Begay back on the line. Mrs. Begay stated that she heard everything but was not heard. Mr. Roanhorse asked legal if Board member Begay's vote would be counted. Mr. Schott stated that the vote was already taken on item A and that the board is now on item B.

Mrs. Teresa Gorman motions to table items B, C and D. Mrs. Gorman's motion fails for a lack of a second.

- B. ***The Governing Board may meet in executive session to conduct an information disciplinary hearing. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** No action was taken.
- C. ***Discussion and possible action to impose discipline on Superintendent Betsy Dobias. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** Mr. Marcarlo Roanhorse motions to discuss item C, seconded by Ms. Judy James for discussion. Ms. James seconded the motion for discussion but she still has an issue for item A. Mr. Roanhorse stated that they are past item A. Ms. James stated that board president did not recognize her at the time because she had a comment on issues regarding the results of that vote. Mr. Roanhorse told Ms. James that they already took a vote on that and it was recognized so they are beyond item A and are on item C. Ms. James stated that she has no questions. Mr.

Roanhorse asked legal on imposing discipline on Superintendent Betsy Dobias and how to proceed. Mr. Schott stated that Arizona laws and school district policy requires that the board disciplines a certificated employee by first giving a written notice of intent to impose discipline which is item A and thereafter after the certificated employee conducts an informal hearing with the supervisor who is imposing the discipline that was item B, so if the board were to take action on item C it would be in violation of Arizona laws and school district policies and would recommend the board not take any action for item C until first they issue a notice to impose discipline and provide due process that is required under Arizona law. Mr. Roanhorse makes a substitute motion to table this item until further notice, second by Mrs. Wanda Begay.

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

Motion Carries: 4, 0, 0

- D. ***Discussion and possible action to approve a performance improvement plan for Superintendent Betsy Dobias. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** Mr. Schott stated that as the board is aware a performance improvement plan and have been provided to the board advance of this meeting and if the board wants to view and discuss this performance improvement plan the board could vote to go into executive session on this item or could be discussed in open session if the board wants to.

Ms. Judy James motions to enter into executive session to discuss item D. Betsy Dobias asked that this item be discussed in open session. Mrs. Teresa Gorman makes a motion to table item D, second by Mrs. Wanda Begay.

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

Motion Carries: 3, 1, 0

- E. ***Discussion and possible action to amend terms of Superintendent Betsy Dobias' administrative reassignment. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** Mr. Schott stated that as the board is aware, Superintendent Betsy Dobias has been reassigned to her home and if the board would like to amend the terms of that administrative reassignment this is an item where the board can make that motion. He stated that if the board wants to go into executive session for this item, it is up to them if Dr. Dobias is allowing that. Mr. Schott stated that Dr. Dobias is nodding her head "no" and that she does not want this to be discussed in executive session and discussed in open session. Mr. Schott stated that the board can go into executive session only, but not to discuss the merits of amending the terms of the reassignment. Mrs. Teresa Gorman makes a motion that the Superintendent remain on administrative reassignment to her home until further notice, second by Ms. Judy James.

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

Motion Carries: 4, 0, 0

- F. ***Discussion and possible action to terminate Acting Superintendent Leandra Thomas' supplemental contract. *Possible executive session per A.R.S. §§ 38-431.03(A)(1) Personnel and 38-431.03(A)(3) Advice from legal counsel.** Mrs. Schott stated that the board is aware that the supplemental contract for the Acting Superintendent does retain a clause that it requires 10-day advance notice so in light of what was previously decided by the board it is up to the board if they want to trigger the 10-day notice clause to remove the Acting Superintendent from her current position and return her to her previous position as a teacher. Ms. Judy James stated that considering all the previous actions of item A-E, the district still needs an Acting Superintendent so she makes a motion to table the item, second by Mrs. Wanda Begay. Mr. Schott stated that the board can set the agenda for the next meeting where this item can go on the agenda. The board can take no action as well as they will take the same effect. Mr. Schott stated that they can table items and keep putting them on the agenda as many times as they want. Mrs. Teresa Gorman made a substitute motion to keep Leandra Thomas on a supplemental contract as Acting Superintendent until further notice, Mrs. Wanda Begay seconds the motion.

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

Motion Carries: 4, 0, 0

XI. REQUEST FOR FUTURE AGENDA ITEMS

Judy James requests that ASBA Annual Conference and NIISA Conference be placed on the agenda. Mr. Roanhorse stated that he asked to hold on these items until after the election. If they want to overrule they may do so.

Teresa Gorman stated that she would like to attend the NIISA Conference and would like to motion that board travel be continued for all board members, second by Mrs. Wanda Begay.

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

Motion Carries: 3, 1, 0

Ms. James asks to schedule a candidate forum for the near future.

XII. ANNOUNCEMENTS

- A. **Next Regular Board Meeting, November 3, 2022**

- B. End of Quarter, October 6, 2022
- C. No School, October 7, 2022
- D. No School, October 10, 2022
- E. Start of 2nd Quarter, October 11, 2022
- F. Professional Development, October 19, 2022
- G. Special Board Meeting, October 13, 2022

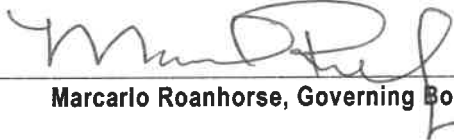
XIII. **ADJOURNMENT:** Mr. Marcarlo Roanhorse motions to adjourn, seconded by Ms. Judy James. Meeting adjourned at 9:37 p.m. by acclamation.

Voice Vote: ALL – Aye;

Motion Carries: 4, 0, 0

Respectfully submitted by Ruth Kanuho, Superintendent Secretary.

Dated this 30th day of November, 2022



Marcarlo Roanhorse, Governing Board President