

**Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016**

- 1) **Call To Order 5:30 pm** Action
- 2) **Pledge of Allegiance was started by student from Ms. Jensen’s class** Action
- 3) **Roll Call: Dr. Charles Lucero, President – Present** **Mr. Bruce Ricca – Present** Action
Ms. Laurie Voss Barthlow, Vice President – Absent **Mrs. Carole Young – Present**
Dr. Brock – Present

- 4) **Call to the Audience;** Information
 Steven Robinson – I ran for the Board in the last election. I live in Golden Valley. Mr. Ricca said I should start attending the meetings if I am interested in being a Board Member. I think you should allow people to speak out during an agenda item and not just at the beginning of the meeting.

Dawn Uhles – here to talk about the TIF 5 Grant. I have been with the district for 19 years. After coming to info meeting and talking to people with experience with this grant in particular. I went online at looked at evaluation tools. I know the money is a big pro, but the money will also help with updating technology and provide resources. I hope we go forward with it. After 3 years the money is gone, but that is just like the 301. We are all adults and need to know it is more money for the teachers for a specific time and budget accordingly.

Dr. Lucero – thank you for 19 years of service.

- 5) **Presentation of the 21st Century Community Learning Centers, (CCLC), Program by Danielle Nelson, Grant Project Manager;** Presentation
 Ms. Nelson went over a brochure highlighting some of the CCLC Grant Program. There are three goals and they are attendance, academic achievement and community involvement. Dr. Brock - I am pleased this is working so well. What is number at middle schools? Ms. Nelson - the middle schools are getting better. We have 50-60 on Fridays and 20-40 after school for tutoring. White Cliffs Middle School is our lowest for numbers. Elementary is our best. Mrs. Young - we are very fortunate to have this program.

- 6) **Reports** Discussion
- Superintendent Roger Jacks - I have been working a little with ASU and goal pathways. They are interested in KUSD and our CTE programs. They are coming up, I believe, January 17th to meet with our CTE Director and our principals to see how we can make it work. They would get approval from State Board to run some type of program to get dual credit.
 - Board Reports - None

- 7) **Approval of Routine Orders of Business.** Action
- A. Approve Minutes
 November 8, 2016 Regular Board Meeting
- B. Approve Vouchers
 1. Payroll Vouchers: 17-26, 1020-1027
 2. KUSD Vouchers: 2053-2060, 2062-2066

C. Approve Certified Personnel Ratification as per attached list, including the following:

	Name	Position	Site	Date
Emergency Certified	Amanda Pine	2nd Grade	Cerbat Elementary	11/16/2016
Leave of Absence	Marla Aaron	1st Grade	Desert Willow Elementary	11/28/2016
Transfer	Wayne Hurley	Math	KAMS	1/9/2017
	Taryn Strong	Special Education Self Contained	Hualapai	11/28/2016

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

	Deniece Davenport	Special Education Sheltered Resource	Hualapai	11/28/2016
Smart Schools Plus	Kelley Oder	2nd Grade	Black Mountain Elem	11/15/2016

D. Approve Classified Personnel Ratification as per attached list, including the following:

	Name	Position	Site	Date
Resignations	Andrea Rotter	Attendance Clerk	Black Mountain Elementary	11/17/2016
	Teresa Jane Tally Martinez	SPED Secretary	Lee Williams High School	12/22/2016
	Dorothy Vaughn	SPED Para educator II	Black Mountain Elementary	11/17/2016
	Shanna Averett	Cafeteria Assistant Lead	White Cliffs Middle School	10/27/2016
	Hannah Vance	SPED Para educator II	Kingman High School	11/17/2016
	James Blair	Bus Monitor	Transportation	11/4/2016
	Brittany Messner	SPED Para educator IV	La Senita/Little Explorers	11/22/2016
	Lowell Low	Bus Driver	Transportation	11/16/2016
	Cassie Weiland	Para Educator II	Black Mountain Elementary	12/22/2016
	Richard Veradt	Bus Driver in Training	Transportation	11/22/2016
	Robert Wells	Bus Driver	Transportation	12/2/2016
	Rebecca Parish	Custodian	Mt. Tipton	12/9/2016
	Kerry Williams	Para educator II	Cerbat Elementary	12/22/2016
Never started	Brandy Singer	Attendance Clerk	Desert Willow Elementary	12/20/2016
	Marianne Boss	SPED Para educator IV	La Senita/Little Explorers	12/5/2016
Retirement	Diane Ahlers	SPED Secretary	Manzanita Elementary	12/22/2016
Leave of Absence	Gary Burden	SPED Para educator IV	Desert Willow Elementary	11/28/2016
Transfers	Patrick Clement	Bus Monitor	Transportation	10/31/2016
	Robert Wells	Bus Driver	Transportation	10/27/2016
	Wendy Tadlock	Bus Driver	Transportation	11/2/2016
	Lacy Arrants	Librarian Para educator III	Kingman Middle School	10/31/2016
	Hannah Vance	SPED Para educator II	Kingman High School	10/25/2016
	April Brackney	SPED Para educator IV	Desert Willow Elementary	11/14/2016
	Eleonore Land	SPED Para educator V	Transportation	11/7/2016
	Linda Jay	Cafeteria Assistant Lead	Cerbat Elementary	11/14/2016
	Michelle Thomas	Cafeteria Assistant Lead	White Cliffs Middle School	11/10/2016
	Mariah Matusek	Para educator II	Kingman High School	11/9/2016
	Julie Harms	Cafeteria Helper	White Cliffs Middle School	11/14/2016
	Kirk Lombard	SPED Para educator II	Black Mountain Elementary	11/21/2016
	Shannon Sgroi	SPED Para educator V	Black Mountain Elementary	11/21/2016
	Gregory Post	Bus Driver	Transportation	9/28/2016
	Susan Coombs-Sizeore	SPED Secretary	Manzanita Elementary	1/9/2017
Employed	Deborah DeMarce	Para educator II	Kingman High School	11/7/2016
	Kimberly Benton	SPED Para educator V	Kingman High School	11/7/2016
	Alexandria Fink	SPED Para educator II	Lee Williams High School	11/14/2016
	Timothy Hoppin	Bus Driver in Training	Transportation	11/7/2016
	Rosalynn White	Bus Monitor	Transportation	11/7/2016
	Vickie Ramirez	General Clerk	Kingman Middle School	11/14/2016
	Shana Hammons	Substitute CDC Caregiver	Little Explorers/La Senita	11/21/2016
	Julie Valsonis	SPED Secretary	White Cliffs Middle School	11/15/2016
	Marianne Boss	SPED Para educator IV	Little Explorers/La Senita	12/5/2016
	Ronald Sexton	General Maintenance Worker	Maintenance	11/21/2016
	Krissi Cook	Custodian-Float	District Wide	11/21/2016
	Maria Kirby	SPED Para educator IV	Little Explorers/La Senita	12/5/2016
	Alana Shoopman	Bus Driver in Training	Transportation	11/28/2016

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

Robert Deets	SPED Para educator V	Manzanita Elementary	11/28/2016
Marion Baird	Attendance Clerk	Black Mountain Elementary	11/28/2016
Dawn Wesner	Dispatcher	Transportation	12/5/2016
Stephanie Crabb	Para educator I	Black Mountain Elementary	12/5/2016
Dale Jones	Bus Driver in Training	Transportation	11/29/2016
Julie Kufleitner	Para educator II (K-3) Literacy	Cerbat Elementary	1/5/2017
Billy Neal	Bus Driver in Training	Transportation	12/5/2016

- E. Approve October 2016 Financials
- F. Approve the Extra Curricular Activity Fee Schedule
- G. Approve School Fundraisers (listed in board packet)
- H. Approve five sponsors and 51 students to travel to Sea Camp on Catalina Island, CA, from May 14 – 17, 2017.

Mr. Jacks – there is an error on HR’s Classified List. Eleonore Land transferred to another position at KMS, not to transportation.

Dr. Brock made a motion to approve the consent agenda with the correction on Ms. Land
Mrs. Young seconded the motion
The motion to approve the consent agenda with the correction on Ms. Land passed in favor 4-0

8) Approve books that have been on display for the required sixty (60) days beginning October 11, 2016; To be used at the middle school level **Action**

Published by David Fickling Books

- *The Boy In The Striped Pajamas* – ISBN# 978-0385751896

Dr. Brock made a motion to approve *The Boy In The Striped Pajamas*.
Mrs. Young seconded the motion
The motion to approve *The Boy In The Striped Pajamas* passed in favor 4-0

9) Permission to Renew the Multi-Award contract that is in its fifth year renewal for District Petroleum Purchases and Services, RFP#:DO-12-13-1226 to: **Action**

- ♦ Parker Oil Products Inc. for: Mt. Tipton Tank Refueling
- ♦ Texmo Oil Company for: School Bus and Maintenance Vehicle Refueling
- ♦ Rebel Oil for: District Lubricants

This would be the fifth year of a five-year term. All funds are provided by District Budgeted Maintenance and Operation resources.

Mr. Oder – with your approval we would like to continue with these companies for a fifth year. We will be going out for bids after this year.

Mr. Ricca made a motion to Renew the Multi-Award contract that is in its fifth year renewal for District Petroleum Purchases and Services, RFP#:DO-12-13-1226

Dr. Brock seconded the motion
The motion to Renew the Multi-Award contract that is in its fifth year renewal for District Petroleum Purchases and Services, RFP#:DO-12-13-1226 passed in favor 4-0

10) Approve Course Name Changes **Action**

- ❖ Applied Economics to Macro/Micro Economics
- ❖ Drama 1 to Technical Fundamentals of Theater

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

- ❖ Drama Productions to Technical Theater Productions
- ❖ Advanced Drama Productions to Advanced Technical Theater Productions

Mrs. Wolsey – These are title changes only. The NCAA will not accept a course with the word “Applied” in the title. Also, we need to change them for JTED funding.

Dr. Brock made a motion to approve the course name changes for Applied Economics to Macro/Micro Economics, Drama 1 to Technical Fundamentals of Theater, Drama Productions to Technical Theater Productions, Advanced Drama Productions to Advanced Technical Theater Productions

Mrs. Young seconded the motion

The motion to approve the course name changes for Applied Economics to Macro/Micro Economics, Drama 1 to Technical Fundamentals of Theater, Drama Productions to Technical Theater Productions, Advanced Drama Productions to Advanced Technical Theater Productions passed in favor 4-0

11) Approve proposal for price increase for Little Explorers Early Learning Center

Action

Mrs. Beyer - We would like to increase the fee at the daycare center due to increase in minimum wage to cover salaries for the staff. Dr. Brock - we are still within range of all the other daycare center? Mrs. Beyer – yes, we are generally lower. Dr. Brock - minimum wage has been mandated.

Dr. Brock made a motion to approve price increase for Little Explorers Early Learning Center

Mr. Ricca seconded the motion

Dr. Lucero – employees get a 10% discount? Mrs. Beyer – yes and many of the staff qualify for our scholarships which is a huge help. About 75% are staff children.

The motion to approve price increase for Little Explorers Early Learning Center passed in favor 4-0

12) Possible Approval of Intergovernmental Agreement, (IGA), for the Teacher Incentive Fund, (TIF) 5 Grant through MCESA, Maricopa County Education Service Agency

Action

Mr. Jacks - we welcome Dr. Johnson from Maricopa. She will be assisting us shortly. This year we have had one of our toughest years recruiting teachers. We have had subs and long term subs in classrooms. It is a crisis going on in Arizona as well as KUSD. It is hitting rural areas really hard. We started looking around for things that could help our situation. One of the issues is when you don't have highly qualified teachers in the classroom, the students suffer. Even though we have great substitutes, we need highly qualified teachers in the classrooms.

There were 13 of these grants across the United States. One was awarded to Maricopa. This is Maricopa's third TIF grant they have received. In the early fall we had Dr. Johnson come and present this to the Board. We had discussions with our administrators, a power point presentation to our Meet & Confer and set up three separate presentations on different days at different times for our teachers to attend. We had over 100 certified people attend these presentations. We then sent out a survey with the simple question “I am in favor of KUSD'S participation in the TIF 5 Grant”. We received a 61% approval from the teachers and 100% approval with our principals.

The three main areas of concern with teachers is having increase stress levels because of the amount of work and stress factor of a performance compensation program. Second concern was additional testing. The third concern was it provides an incentive for effective and highly effective teaching, but those are stipends. When the grant ends there is a financial cliff after the three years.

Dr. Lucero – would the planning be the next 6 months or does this start next school year? Mr. Jacks – it would be the next 6 months. Dr. Johnson assures me we can get it done.

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

Dr. Lucero – how do you identify who are school leaders? Are counselors included? Mrs. Shaw - Burton – yes, as long as they are evaluated under the same evaluation tool the teachers will be evaluated by.

Mr. Ricca – it looks like a really big cliff. Mrs. Shaw-Burton - It is but it does give us an opportunity to reward our educators over the three years.

Dr. Lucero – so as our financial person you would keep separate the raises the Board gives and these stipends? The Board increases are looked at separately than the grant stipends. Mrs. Shaw-Burton – what we would like to do if the Board approves a raise, we would like to accumulate it for when the grant is over so the cliff is not so large. Mrs. Young – so it would go into a contingency fund? Mrs. Shaw-Burton - Yes.

Mr. Jacks - that would happen only for the ones that are included in the grant. Everyone else like classified and others not included in the grant would get the increase the Board votes in.

Mrs. Young – I like that it is performance based so we can reward our best teachers.

Mr. Jacks - we would be coming back to the Board with what the financial platform would look like.

Dr. Johnson – the goal is truly to get all the teachers, coaches and leaders as effective and highly effective. The evaluation system meets the requirements of the state law and includes the best components from all of the evaluation vendors.

Mr. Jacks - we are concerned with the amount of testing. We have lowered it twice this year.

Mrs. Young - for the professional development, are these tools going to allow the teachers to go from effective to highly effective? Dr. Johnson - that is what they are designed to do. As long as we have the green light to move forward, the teachers will all get log in rights see all the different types of professional development tools out there from short videos, face to face conference, video conference, etc.

Dr. Lucero – does this do anything with the ATI testing? Is it going to stay here? Mrs. Wolsey – we are actually looking into that. That is going to continue to be discussed. Dr. Lucero – you have invested a lot in the ATI testing. Mrs. Wolsey – yes, we have, but I am not feeling they are able to keep up.

Dr. Lucero – are you concerned you only have 61.4% buy in right now? Mr. Jacks – I am concerned. It is controversial because of some of the reasons you heard tonight. There were a lot of teachers we did not hear from so we can assume they are neutral or in favor of it.

Mrs. Young – from the ones we don't have buy in, what percentage is because it is performance based? Mr. Jacks – I would just have to take a guess on that.

Mr. Ricca – does that hurt our goal? Mr. Jacks – right now our highly effective is 48% and effective is 49%.

Mr. Moomey - came forward to help with any questions since he went through it in Colorado. It is the very best professional development I have ever encountered. All of us can improve on our craft. It is great to get the extra pay stipends, but the best is the professional development. We did stipends in Colorado too. We were up front that once the grant was over, the money was gone. Don't change your lifestyle, enjoy the extra while you can.

Mrs. Young – I am encouraged the administration are 100% in favor of it.

Mrs. Young made a motion to go forward with our participation in TIF 5 and the Intergovernmental Agreement, (IGA), for the Teacher Incentive Fund, (TIF) 5 Grant through MCESA, Maricopa County Education Service Agency
Dr. Brock seconded the motion

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

The motion to go forward with our participation in TIF 5 and the Intergovernmental Agreement, (IGA), for the Teacher Incentive Fund, (TIF) 5 Grant through MCESA, Maricopa County Education Service Agency passed in favor 4-0

13) Possible Approval of Data Sharing Agreement for Rewarding Excellence in Instruction and Leadership, (REIL), with MCESA, Maricopa County Education Service Agency **Action**

Mr. Jacks – this is with the TIF 5 Grant. We need to be able to share data between MCESA.

Dr. Brock made a motion to approve the Data Sharing Agreement for Rewarding Excellence in Instruction and Leadership, (REIL), with MCESA, Maricopa County Education Service Agency

Mr. Ricca seconded the motion

The motion to approve the Data Sharing Agreement for Rewarding Excellence in Instruction and Leadership, (REIL), with MCESA, Maricopa County Education Service Agency passed in favor 4-0

14) Approve three year calendars for 2017/2018, 2018/2019, and 2019/2020 school years **Action**

Dr. Brock how do these differ from our current calendar? Mrs. Wolsey - not much. Everyone just wanted the same, did not want a lot of changes.

Dr. Brock made a motion to approve three year calendars for 2017/2018, 2018/2019, and 2019/2020 school years

Mrs. Young seconded the motion

The motion to approve three year calendars for 2017/2018, 2018/2019, and 2019/2020 school years passed in favor 4-0

15) Approve Teacher Attendance Incentive **Action**

Mrs. Shaw-Burton – this is for perfect attendance for certified teachers. They will need to meet the guidelines to be eligible to receive this stipend.

Dr. Brock made a motion to approve the Teacher Attendance Incentive

Mr. Ricca seconded the motion

The motion to approve the Teacher Attendance Incentive passed 4-0

16) Approve Teacher Retention and Critical Needs Stipends through Title Two **Action**

Mrs. Shaw-Burton – we have been doing the critical needs stipends for science, math, special education, and kindergarten; however, we need Board approval to continue

Dr. Brock – would these be redundant since we are going with TIF 5? Dr. Johnson – yes, this is something we will need to look at.

Dr. Brock made a motion to approve Teacher Retention and Critical Needs Stipends through Title Two

Mrs. Young seconded the motion

The motion to approve Teacher Retention and Critical Needs Stipends through Title Two passed in favor 4-0

17) Discussion and Possible Action Reviewing and Approving Governing Board Goals **Action**

Dr. Lucero – at this point I would like to introduce and welcome Beth Weisser. Beth is our new Board Member starting in January 2017. I would like to schedule a Board Workshop for Wednesday, January 25, 2017, at 1:00 pm.

Dr. Lucero made a motion to approve the Workshop date of January 25, 2017 at 1:00 pm

Dr. Brock seconded the motion

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

The motion to approve the Workshop date of January 25, 2017 at 1:00 pm passed in favor 4-0

18) Approve Donations:

Action

Black Mountain:

- ♦ Mr. & Mrs. Stout donated \$100.00 for candy
- ♦ Mohave State Band donated \$100.00 for the Math and Science Club
- ♦ Pepsi donated 15 cases of water, 15 cases of soda, and 10 cases Gatorade to Math & Science Club

Cerbat Elementary

- ♦ Elks donated \$100.00
- ♦ Family Dollar donated school supplies
- ♦ Home Depot donated paint and painting materials for Cerbat Student Council
- ♦ Lakeshore donated 3 Literacy Activity Centers

Lee Williams High School

- ♦ Angle Homes donated \$50.00 to Wrestling
- ♦ Angle Homes, Sandie Fellows, Stacey Bellino, Yvonne Arnold, Stacie Nickelson, Chris and Sylvia Shaffer donated a combined total of \$225.00 to Wrestling
- ♦ William and Charlotte McKenzie donated \$300.00 to Chess
- ♦ Kroeger Foods donated \$ 160.08 to Chess
- ♦ Kkay Productions donated \$350.00 to Football

Hualapai Elementary

- ♦ Carol Neafus donated 15 boxes of copy paper

Kingman High School

- ♦ JC Amberlyn donated 47 Graphic Novels and 15 miscellaneous genre books valued at \$624.00

White Cliffs Middle School

- ♦ Star Nursery donated vegetable plants for garden valued at \$1,267.00

Manzanita Elementary

- ♦ Cascade donated 46 cases of tissue

Dr. Brock made a motion to approve all the listed donations with our greatest thanks

Mr. Ricca seconded the motion

The motion to approve the listed donations passed in favor 4-0

19) Move into Executive Session to Discuss the Superintendent Evaluation

Action

Executive Session pursuant to A.R.S. § 38-431.03(A)(1), for discussion regarding the performance evaluation of the Superintendent.

Dr. Brock made a motion to move into Executive Session to discuss the Superintendent's Evaluation

Mrs. Young second the motion

The motion to move into Executive Session to discuss the Superintendent's Evaluation passed in favor 4-0

20) Reconvene into Regular Session for any action resulting from Executive Session

Action

Dr. Brock made a motion to reconvene into Regular Session for any action resulting from Executive Session

Mrs. Young seconded the motion

The motion to reconvene into Regular Session for any action resulting from Executive Session passed in favor 4-0

Kingman Unified School District #20
Regular Governing Board Meeting Minutes
3033 MacDonald Avenue, Kingman, AZ
December 12, 2016

21) Adjourn

Action

Dr. Brock made a motion to adjourn the meeting
Mrs. Young seconded the motion
The motion to adjourn the meeting passed in favor 4-0

Adjourned at 7:45 pm

Dr. Charles Lucero, President

Ms. Laurie Voss Barthlow, Vice President