

**KINGMAN UNIFIED SCHOOL DISTRICT #20**  
**Governing Board Regular Meeting Minutes**  
**3033 Mac Donald Avenue, Kingman**  
**February 13, 2018**

- |    |                                |                             |
|----|--------------------------------|-----------------------------|
| 1) | Called to order at 5:30 pm.    | Action                      |
| 2) | Pledge of Allegiance was said. | Action                      |
| 3) | Roll Call:                     | (Action)                    |
|    | Dr. Jeri Brock – Present       | Mrs. Carole Young - Present |
|    | Dr. Charles Lucero – Present   | Mrs. Beth Weisser - Present |
|    | Mr. Bruce Ricca – Present      |                             |

- 4) Call to the Audience (The Board will listen to any comment from the public but will not respond except as permitted by A.R.S. § 38-431.01(G). The Board may refer the item to the administration or request to have it placed on a future agenda.) Information

**Jean Meersman** – Good evening. I am Jean Meersman, a resident of Kingman, and a KUSD employee. The point of my statement this evening is to encourage you to improve the state of education in a town where I plan to retire. Well-educated students improve the quality of life for everyone in the community.

It was brought to our attention at Meet and Confer that you are concerned with staff recruitment and retention. So is the entire staff at KUSD. You might even call our situation a crisis, when last year, only 54% of your math teachers were certified to teach math, and only 77% of English teachers were certified to teach English. Over the last 3 years KUSD lost 25-33% of their teachers each year.

About 8 years ago Gretchen Dorner provided impactful professional development concerning the poverty model. The one point I will never forget, is that people need a future story to improve their position. For instance, the story of buying a car, or a house, continuing education, having a family: the story of how they can make Kingman their home. I want you to think about the future story of KUSD staff over the last 10 years. Buying a home or a car is not fiscally possible on a new teacher’s wage. If these college educated people have student loans, or families, they often have to supplement their income with part-time jobs. Many staff members at KUSD have children who qualify for free and reduced lunch and food stamps. Employees, including some administrators cannot afford to insure their families with KUSD’s health insurance. One 12 year veteran teacher’s contract is for only \$33000. What’s his future story?

We’ve asked you to look at a budget override. Something half of the districts in our state use to pay salaries. That worked for the small Mohave Valley District where they now start their teachers at 45,000, with a 30 year, 7 tiered pay schedule. Those people have a future story.

We ask you to embrace a long term vision, which will require tough choices, collaboration, and hard work. Please include your hard-working staff as a resource who can help.

One last thought. If you have a child or grandchild who told you his or her future story was to go to college, work hard, earn a bachelor degree, and continue on for a master degree with the plan to be a dedicated teacher at KUSD, with a tiny salary and an even smaller chance for advancement, what would your advice be to that child?

**Emily Baker** – Good evening, my name is Emily Baker. I moved to Kingman when I was in 6<sup>th</sup> grade, both my parents were educators, my brothers and I all graduated from Kingman High School, and I raised my son here in Kingman, and he also graduated from Kingman High School. After earning my Master’s degree, I returned to Kingman, and now have been working as a counselor with KUSD for 17 years.

When I started as a counselor at the high school level, 10 years ago, I had about 250 students on my caseload. This allowed me to work with my students on an individual basis and meet the standards the state has set for counselors. Fast forward to today.... I have about 600 students on my caseload and struggle daily on being able to get things done. My students suffer, because I am not able to meet with them on an individual basis. We are underpaid and understaffed, and this is not fair to the students, teachers, or counselors. I invite any of you to come and shadow me and see what it’s like to be a counselor in our schools today. I honestly think you would find it overwhelming. This is just part of my story.

In my 17 years working for the district, I have seen the year after year of frozen salaries. Or we would get a 1% raise, only to have our insurance go up, and really end up taking that raise away. There have been times I have actually seen my paycheck go down from a previous year. But year after year so many of us sign our contracts and keep coming back, because we love the students and want to do what we can to help them have a good future, but year after year those of us in education hope and pray there will be a change and increase in our pay.

Recently, at meet and confer, we were concerned with another proposed cut to our benefit package in the way of sick and personal leave. Many KUSD employees have expressed their upset, and did feel like we were heard and listened to when to when the district office communicated that they no longer supported that move. We really hope you agree with them.

Another concern, still felt, is that the district is picking groups to get larger raises than others. Counselors addressed the board during the December 12<sup>th</sup> board meeting, stating our concerns and asking for opportunity to sit down and explore some options, but we have never heard from anyone. Counselors are proposed to get only a 1% raise. We are Master degreed professionals, which is the minimum requirement for a School Counselor, and at the current district salary level, we fall below the state and national levels. Not only are we required to have a minimum of a Master’s degree, but we also work an additional 4 weeks more than teachers. I know SALs, RALs, and Deans are in the same position. So hourly..... Counselors, SALs, RALs and Deans make less than a teacher. This is very disturbing.

You have MANY dedicated employees in this district, who return year after year to educate our children and help to work on making sure they have good opportunities in their future. I think it’s time, and you have a room full of educators who would also agree that it’s time, for our district to focus on finding solutions on how to increase salaries for all employees across the board. KUSD is one of the lowest paid districts in our state. If other districts can find a way to increase salaries, like the example you have from Mohave Valley, then KUSD can find a way too.

Our district is in a bit of a crisis. It’s commonly said the definition of insanity is doing something over and over again and expecting different results..... It’s time to break the insanity at KUSD. It’s time for our district to write a new story for its students and employees.

- Sadie Malmin – read a statement giving options on how to use money to provide a salary increase.
- Wallis Alexander – came forward to talk about how the school, KMS, is always running out of pizza on Thursdays. The alternate meal is not something the students like, perhaps we could have peanut butter and jelly sandwiches or make sure there is enough pizza.

5) Reports

Information

- Superintendent Roger Jacks
  - During our administrative meeting this morning, the middle school principals gave kudos to our high schools for the 8<sup>th</sup> grade tours. It was really well done and organized and the students are excited to go to high school.
  - We have 3 teams off to state playoffs, 2 from Kingman High School and 1 from Lee Williams High School.
- Board Reports
  - Mr. Ricca – There are still ongoing meetings and ideas going on regarding what we can and want to do with Palo Christi. It is not a dead item. We have people to continue working on it. I even went down to Bullhead to see what they have done. We talked with president of college and he has given us some ideas. We are thinking maybe some sort of partnership to make a great community center.

6) Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Kingman Unified District Office, 3033 MacDonald Avenue. Any Board member may request an item be pulled off the agenda for further discussion.

Action/Passed

A. Approve Minutes  
January 9, 2018 Regular Governing Board Meeting

B. Approve Vouchers  
1. KUSD Vouchers: 2075-2077, 2079-2089  
2. KUSD Payroll Vouchers: 28-33, 1032, 1034-1040

*Members of the public may view the content of the vouchers 24 hours prior to the board meeting in the district office.*

- C. Approve Hired Personnel Ratification as per attached list:
- D. Approve Termed Personnel Ratification as per attached list
- E. Approve the January 2018 Financials
- F. Approve the Extra Curricular Activity Fee Schedule
- G. Approve School Fundraisers (listed in board packet)
- H. Approve 4 students and 2 chaperones with Lee Williams High School Marshall Brennan Club to attend the Marshall Brennan Constitutional Literacy Project National Competition held in Washington, DC from March 21 – 26, 2018.

Motion was made to approve the consent agenda by Dr. Lucero  
The motion was seconded by Mrs. Young  
The motion to approve the consent agenda passed in favor 5-0

- 7) Approve Shane Murray as a Qualified Evaluator for the remainder of the 2017/2018 school year. Action/Passed  
Mr. Jacks – Shane is our newest Dean at Kingman High School. This is routine business.

Motion to approve Shane Murray as a Qualified Evaluator for the remainder of the 2017/2018 school year was made by Dr. Lucero  
Motion was seconded by Mrs. Weisser  
Motion to approve Shane Murray as a Qualified Evaluator for the remainder of the 2017/2018 school year passed in favor 5-0.

- 8) Approve Adrea Delong and Shane Murray to participate in Special Education Individual Education Plans for the remainder of 2017/2018 school year. Action/Passed

Motion to approve Adrea Delong and Shane Murray to participate in Special Education Individual Education Plans for the remainder of 2017/2018 school year was made by Dr. Lucero  
The motion was seconded by Mrs. Weisser  
The motion to approve Adrea Delong and Shane Murray to participate in Special Education Individual Education Plans for the remainder of 2017/2018 school year passed in favor 5-0

- 9) Review Athletics spending Discussion

Dr. Lucero – I had asked Ahron if he could give us a breakdown as what we spent on athletics in the schools and try to breakout in terms of what the schools are having to fundraise for the athletics.

Dr. Lucero – One of my concerns is students are constantly out there fundraising. We say we don't have pay to play, but we really do because there is so much fundraising. If you play sports in fall, winter and spring, you are a part time fundraiser. I just wanted to see how much money is used for the budget. It looks like it is a significant amount in all the schools.

Mr. Sherman – It is. At the last meeting I said if I were to guess it was 75% to 25%; however, as you can see it is more 60 /40 if you include the capital fund as well.

Dr. Lucero – So if you look at Kingman High School for FY 17, it says they spent \$185,000. Is that what the district office gave them and they spent it all?

Mr. Sherman – No, I think there were probably budgeted a little higher than that, but that is where they're actual spending ended up. So if you see there is a difference between Lee Williams and Kingman High schools because their budget is part of the school's overall budget as well. We have told principals what you can save in your budget on substitutes or other areas, is yours to spend on what you need at the end of the year. So the schools do take advantage to recoup money in some areas. Neither of them was given more money than the other.

Dr. Lucero – Is it the same amount to middle schools and high schools? Mr. Sherman – I would have to look because maybe there was an agreement for a specific thing for a school, but I am sure it is right there next to each other.

Dr. Lucero – So it is not based on student count or how many participate in a sport? Mr. Sherman – No, I wouldn't say it was based on that last year or current year. Dr. Lucero - The sheet you gave this evening just breaks it down a little more? Mr. Sherman – Yes, I kind of rolled up everything to show what is being for.

For instance in our M&O stuff it is easier to give you the budget rather than what is spent to date. As far as activities and school discretion, they don't really have budgets with them so I gave you what has been spent to this moment.

Dr. Lucero – Can you explain how the travel works? Are they charged for miles traveled? Mr. Sherman – Yes, they are. We charge a rate per mile, \$2.50, right now. You will see at our board workshop I recalculated that and it is actually going down next year.

Dr. Lucero – Are we not reimbursed by the state? Mr. Sherman – No, not necessarily. Reimbursement on transportation, we are reimbursed to a point. There is a cap on what you can be reimbursed for and once we reach that cap, we are done getting reimbursed. We always reach that cap and more. There are three tiers and we are in the middle. That is where we want to be because the size of our district and the miles we drive. The reimbursement does not cover all our transportation cost.

Dr. Lucero – I have to applaud what they have done with their budget. How about our fundraising our students do each year? Are those decisions made by our athletics director? Who looks at contracts and decides what fundraisers are going to be done? For example the cards the football team sells in the fall, I think the company keeps like half the proceeds. Mr. Sherman – I believe the way those work is they sell us the cards for a specific amount. We have to pay that amount and we keep whatever we charged over that amount.

Lucero – I know the district has to have approved vendors we go through for bid or RFP. So those kinds of contractors, are they approved vendors?

Mr. Sherman – Any vendor we use needs to be approved. Student activities, unfortunately, somehow gets to circumvent procurement law. It is not a place we are really comfortable with in our finance department and something we are working to fix because we would like all of our purchasing to go under procurement law. For instance the three quotes that's required and what you are referring to, is not true in a student activities sense. They just pick their vendor and make purchase. We feel we would have better oversight over the spending that is happening with student activity money if we went to approved vendors. Vendors who are on contract with the state or the county or if we went to quotes as well. So that is definitely something I would like to work on fixing.

Dr. Lucero – Maybe which is something we can look at it when we do budget workshop. That they are maximizing their money.

Mr. Sherman – Sometimes, unfortunately, it is treated like that is their money so let them do whatever. It is their money, but don't still owe them good stewardships like we owe the community with our tax payer funders. I am trying to work with athletics and student activities to hopefully get some more rules in place.

Dr. Brock – Ahron, this is really valuable information. Could you please do this for our activities and the groupings, the arts, theater, band so we know what they are budgeted and what they are spending.

Mr. Sherman – Yes. Do you want it broken out by the type, if it is music or art? Dr. Brock – yes. Dr. Lucero – Doesn't some like speech and debate come out of athletics? Mr. Sherman – Speech and debate does go through athletics, but none of the others should.

Dr. Lucero – Where does the band spending come from? Is the money given to the school and they give some of the athletic budget? Mr. Sherman – No, there is a separate amount that pales in comparison. Dr. Lucero – Does that come from the school? Mr. Sherman – Yes. It is also up to us at the district office on how much we are going to fund it. We don't want to put that on our sites.

Mrs. Young – It is on the actual budget. I did see where it is broken down further.

Mr. Sherman – That is true. They get different coding. So we can tell from the accounting we use. I will do the same thing for activities for next month, but give more detail.

Dr. Lucero – Are the in kind shown in here? Like if someone donated cases of water? Mr. Sherman – No, there is no way for me to know that. I am going strictly off of expenditures. What is spent out of specific funds.

Dr. Lucero – On the fundraisers portion, is that the amount they raised? Mr. Sherman – No, that is saying that is what they have spent to date it could have come from money earned in multi years. This is all expenses. Dr. Lucero – How do we know how much they raise? Mr. Sherman – We have implemented a special coding so we can see what they have raised. Dr. Lucero – It shows Kingman High School at \$69,000 this year. But that is what they spent? Mr. Sherman – Yes, they could have raised it all or more this year or they could have had carryover from last year that they could spend.

Mrs. Young – In the monthly reports it does break it down. It shows the fees.

10) Budget Revision for fiscal year 2018 budget

Action/Passed

Mr. Sherman – This budget revision was strictly done to account for real time funding. That is rather new in our state which means at all times we are trying to hit a moving target. If we lose students but we have a certain budget and that get calculated, we could lose \$500,000 depending on the situation. Unlike other districts in the state, we did not lose money. We actually picked up a million dollars. I am coming back in May for our final revision bases on real time funding because we will have our 100<sup>th</sup> day in by then. We should have numbers that hold steady. If we are able to maintain what we have and they don't cut us again, then we will have picked up a million dollars. Then we could use that money. I have not budgeted that money. It is put over to the side and we will come back in May and see what it does for us. Any questions on that?

Dr. Lucero – That is good information.

Mr. Sherman – It really is. I have heard from multiple districts that they had to cut out \$500,000 from their budget.

11) Books to be on display for the required 60 days starting February 8, 2018;

Discussion

- Journeys Reading Series for grades KG – 5; Produced by Houghton Mifflin Harcourt

Mrs. Wolsey – This follows our Beyond Textbooks and complements Write Up a Storm. It is used as a supplement of Spalding.

12) Approve March Board Meeting date to be moved to Tuesday, March 6, 2018, due to intersession.

(Discussion/Action)

Mr. Ricca made the motion to move the March Board Meeting to March 6, 2018

Mrs. Young seconded the motion

The motion to move the March Board Meeting to March 6, 2018, passed in favor 5-0

13) **Approve Donations:**

(Discussion/Action)

**White Cliffs Middle School**

- Roxann and Glenn Amundson donated miscellaneous office and classroom supplies

**Hualapai Elementary**

- Andy Devine Mobil / Exxon Mobile donated \$500

**Manzanita Elementary**

- Taco Bell donated four free value meals
- Mike's Pow R Tow donated three \$10 gift cards
- Mohave Eye Center donated eighty (80) \$5 gift cards
- Little Debbie's donated 120 snack cakes

**Black Mountain School**

- Venture Club of Kingman donated \$100 to the Math and Science Club
- Mandie Price donated a Vito clarinet to the music department
- Golden Valley VFW donated 246 pencils and 45 school shirts
- Patricia Hunter donated 130 new books for Family Literacy Night
- Janet Martinez donated a box of new books for Family Literacy Night
- Renee Ricca-Carlson donated 7 books for Family Literacy Night

**Lee Williams High School**

- The Book Club donated individual gift cards to the FIT program totaling \$110
- Exxon Mobil Educational Alliance Program, Westside Mobile, donated \$500

**Cerbat Elementary**

- Living World Lutheran Church donated underwear, socks, clothes and jackets
- Horace Mann donated a \$25 gift card for Perfect Attendance

**Desert Willow Elementary**

- Chipotle donated 15 lunch burrito/salad bowls to show appreciation to White Cliffs and Desert Willow Office staff for amazing team work during the evacuation

Mrs. Weisser made a motion to approve the donations

Mrs. Young seconded the motion

The motion to approve the donations passed in favor 5-0

- 14) Motion to adjourn into executive session pursuant to A.R.S. 38-431.03 (A) (3)—Advice from attorney concerning proposed settlement with former teacher intern. Action

Motion made by Dr. Lucero

Motion seconded by Mrs. Young

Motion passed in favor 5-0

Executive session at 6:05 pm

- 15) Motion to adjourn executive session into open meeting for possible action on proposed settlement with former teacher intern. Action/Passed

Motion to return to regular session at 6:21pm was made by Dr. Lucero

Motion was seconded by Mrs. Weisser

Motion to return to regular session was approved 5-0

Dr. Lucero made a motion for our administration to follow the instructions from our school attorney.

Mrs. Weisser seconded the motion

The motion to follow the instructions from our school attorney passed in favor 5-0

- 16) Adjourn  
Mr. Ricca made a motion to adjourn  
Mrs. Young seconded the motion  
The motion to adjourn passed in favor 5-0 at 6:27 pm

Action

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Dr. Jeri Brock, President

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Dr. Charles Lucero, Vice President