

REGULAR MEETING MINUTES
HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3 GOVERNING BOARD
CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401

Pursuant to A.R.S. 38-431.02 notice is hereby given to the members of the Governing Board of Hackberry Elementary School District #3 and to the general public that the Governing Board of Hackberry Elementary School District #3 will hold a meeting open to the public at 5:45 pm Tuesday, February 11, 2020. The meeting will be held in the Hackberry Elementary S.D. #3 District Office, located at 9501 Nellie Dr., Kingman, Arizona. If authorized by a majority vote of the Governing Board of Hackberry Elementary S.D. #3, an Executive Session will be held immediately after the vote, which will not be open to the public, with regard to any item on this agenda pursuant to A.R.S. 38-431.03A.1 relating to personnel decisions, Section 38-431.03A.2 relating to discussion of records exempt by law from public inspection (such as student records), Section 38-431.03A.3 for legal advice from the District's legal counsel, and/or Section 38-431.A.4 to consider the District's position in any pending or contemplated litigation.

Governing Board Conference Room
Tuesday, February 11, 2020 at 5:45 p.m.

THE MINUTES FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

BY:  _____

Deb Warren, Administrator

The minutes for the meeting is as follows:

I. OPENING ITEMS

1. The meeting was called to order by: **Governing Board President, Scherrie Whitten @ 5:48 pm**
2. Roll Call: **Board President-Scherrie Whitten, Board Clerk-Ellen Kelley, Administrator-Deb Warren, Business Manager-Joni Bullock**
3. Pledge of Allegiance: **Said**
4. Community Communications (call to the Public)
The board will listen to comments from the public but will not respond except as permitted by A.R.S.38-431.01(G). The Board may refer to the administration or request to have it plead on a future agenda. *If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be given to the Clerk of the Board prior to the meeting. The time limit rule, noted on the form will be enforced.*
None

5. REPORTS

- * Administrator: **Flagpole light-Purchase solar light from Amazon**
Provided legislation update on HB-2125 and SB-1122
- * School Board Report: **Put on March agenda board meeting time**
- * Business Manager: **Item #7**

6. Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Hackberry Unified District Office, 9501 Nellie Dr. Any Board member may request an item be pulled off the agenda for further discussion.

A. Approval of minutes

January 7, 2020

Regular Board minutes

January 7, 2020

Organizational Board minutes

Discussion/Action

Motioned by Ellen Kelley, 2nd Scherrie Whitten, pass 2-0

B. Approve Vouchers

1. Ratify Hackberry payroll voucher: 2017, 2018

Discussion/Action

Motioned by Ellen Kelley, 2nd Scherrie Whitten, pass 2-0

2. Ratify Hackberry expense vouchers: 2038, 2039, 2040, 2041

Discussion/Action

Ellen Kelley had questions about Derrell Davidson (Bugmasters) and S.R. Roberts (W-2's & 1099's). Scherrie Whitten questioned library books (dictionaries for all levels), Amazon purchase of \$438.63 (lg. rolls of paper for art room), and MacGill (health office supplies).

Motioned by Scherrie Whitten, Ellen Kelley 2nd, passed 2-0

II. OLD BUSINESS

7. Discussion and Approval of revised FY 2020 Hackberry Elementary

S.D. #20 Annual Expenditure Budget

Discussion/Action

Joni Bullock explained K.U.S.D.#20 had increased student tuition \$54,000.00.

She stated that Deb was checking with Lyle at School Finance to see if the District could eliminate this process and have K.U.S.D.#20 just collect student funding from the state. At this time, we are still below budget.

Motioned by Scherrie Whitten, 2nd Ellen Kelley, passed 2-0

III. NEW BUSINESS

8. Policy Manual and Administrative Regulations Board review-

Policies: Section G- Personnel: GCQ, GDFE, GDH, GDOB, GDQ

Section I- Instructional Program: IHAMC

Section J- Students: JFC-E, JIA, JICC, JJJ-R

1st reading

1st read only

9. Approval of Kingman Unified S.D. #20 Student Tuition IGA

Discussion/Action

Scherrie Whitten asked for further clarification of student tuition increase. There is a rate for regular students and different formulas for students that receive special education services. Also, we are paying for 7th/8th grade students because it is based on 2018-19 enrollment.

Motioned by Ellen Kelley, 2nd Scherrie Whitten, passed 2-0

10. Discussion and possible action of Facility use by Community Women's Bible Study group

Discussion/Action

Ellen Kelley agreed right away. Deb Warren explained that Karen Van Steen had completed the proper facility use paperwork. The group would like to use the boardroom every Friday morning, and would only include adults. Karen would need to be provided with a security pass code. Scherrie Whitten asked if there would be a charge, and Deb Warren responded no, but we could. Liability insurance will be checked into by Deb Warren. She will contact The Trust (insurance for the school). The Board Members can motion to approve as long as liability insurance documentation can be provided.

Motioned by Scherrie Whitten, 2nd Ellen Kelley, passed 2-0

11. Approval of District Administrator and Business Manager to attend Advanced Budget & Finance.

April 17th & 18th, May 1st & 2nd

Discussion/Action

Deb Warren explained that the training will be held on Fri./Sat., so it will not interrupt the school week. There would be 2 separate trips requiring a one night stay each trip in Flagstaff. Registration fee is \$175.00 per person. Ellen Kelley questioned why both Administrator and Business Manager had to go? Joni could go and schedule a training afterwards. Both positions need to be aware of the ongoing changes to the school budgets. A budget workshop will be scheduled. Item # 17 on agenda.

Motioned by Scherrie Whitten, 2nd Ellen Kelley, passed 2-0

12. Acceptance of the resignation letter of Board Member, Rocky Hamodey II

Dated effective February 7, 2020.

Policy-BBBC, BBE

Legal Reference: A.R.S. 15-302 & A.R.S. 38-291

Discussion/Action

Ellen Kelley commented that it was a very nice letter.

Motioned by Scherrie Whitten, 2nd Ellen Kelley, passed 2-0

13. Discussion of Administrator/Superintendent contract for SY 2020/21

Policy CB- Administrator

Legal Reference: A.R.S. 15-503

The Governing Board, may, by motion, go into executive session for discussion of personnel pursuant to A.R.S. 38-431 (A)(1)

Discussion only

Deb Warren stated that this was discussion only per the Board President. Ms. Warren told the Board members that she would be retiring effective June 30, 2020, at the end of her contract, unless they wanted to hire her back for one year through a 3rd party such as Smart Schools. Ellen Kelley wanted to know how soon they needed to decide. Ms. Warren stated pretty quickly to complete proper paperwork needed.

Discussion only

14. Discussion of Certified teacher contracts for SY 2020/21

Policy GCB- Professional Staff, Contracts and Compensation

Legal Reference: A.R.S. 15-502, A.R.S. 15-503, A.R.S. 15-544

A.R.S. 15-952, A.R.S. 15-977

The Governing Board, may, by motion, go into executive session for discussion of personnel(s) pursuant to A.R.S. 38-431 (A)(1).

Discussion only

Scherrie Whitten asked what the projected student enrollment will be for next year ? (2020-21) Ms. Warren-Approximately 30 students. Classes may vary next year due to the number of students. The multi-grade classes and teaching assignments may have to change. Ms. Whitten asked what Ms. Warren thought about next year. Ms. Warren-The Board will need to decide if they want 3 or 4 teachers to remain with 30 students enrolled. With 4 teachers the multi-grade level classes could look like 7th/8th-9students, 5th/6th-7 students, 2nd/3rd/4th-7 students, and K/1st-7 students. Ellen Kelley proceeded to ask staff in the audience how many students they have right now. Ms. Warren provided the students counts for teachers that were not there. Joni Bullock expressed her concerns with the auditors in reference to providing salaries & benefits for certified employees with only 30 students. Ellen Kelley stated she is not willing to decrease teachers. Both Board members support keeping all 4 teachers. Tax rates were discussed. Scherrie Whitten requested copies of certified contracts/job descriptions, and work agreements/ job descriptions.

Discussion only

15. Discussion of Classified Work Agreements for SY 2020/21

Policy GDB- Support Staff Contracts and Compensation

Legal Reference: A.R.S. 15-502

The Governing Board, may, by motion, go into executive session for discussion of personnel(s) pursuant to A.R.S. 38-431 (A)(1).

Discussion only

Ellen Kelley stated she had a lot of questions about support staff. She realizes that it is only discussion but, a school this size does not need 2 custodians. Ms. Warren explained that we do not have 2 custodians. One position is bus driver/maintenance position and there are two different job descriptions. Ellen Kelley believes the two positions could be combined. Ms. Bullock, Mr. Tungka, and Ms. Warren tried to provide information on the importance of both of those positions which included daily maintenance/cleaning for the facility to pass inspections. The District also saves money because there are repairs we do not have to hire out for. Ellen Kelley asked about what support staff we have in reference to academics. It was stated 2 para's, one for math, and the other for reading. She commented because it is such a small school, and we have the teachers, that they are not needed. Teachers have small groups. Ms. Warren-The last 2 years, the programs and staff we have in place work. Ms. Bullock commented on the Letter "A" Grade the school has earned for the last 2 years. If it isn't broken, why try to fix it? Ellen Kelley-Sometimes you fix it and it makes it better. Public comment by a parent-I would hate to see a loss of any of the teachers. They help them with math and reading. One of her students has moved from a D in math to earning A/B. Ellen Kelley asked if any are on IEP's. Parent commented yes. Ms. Warren explained that with the para support staff, the school supports inclusion for students with special needs. Interventions are provided as needed. Board Members wrote all the hourly wage staff positions down.

Discussion only

16. Discussion and possible action of adopting the 2020/21 School Calendar

Discussion/Action

Student days are balanced between 1st and 2nd semesters. At the end of each 9 week period, there is a break provided. Total of 145 students days. Motioned by Scherrie Whitten, 2nd Ellen Kelley, passed 2-0

17. Discussion and possible action of scheduling a District Budget Workshop

For Board Members, Administrator, and Business Manager

Discussion/Action

District Budget workshop/study session scheduled for May 15, 2020 @ 9:00 am in the Board room located at 9501 Nellie Dr., Kingman, AZ.

18. Additional items: March board agenda discussion of meeting time.

19. Adjourn: 6:39 pm

Pursuant to the Americans with Disabilities Act (ADA), Hackberry Elementary School District #3 endeavors to ensure the accessibility of all of its programs, facilities, and services to all persons with disabilities. If you need accommodation for this meeting, please contact the school at 928-692-0013

Scherrie K Whitten
Scherrie Whitten, Governing Board President

3/10/20
Date

**HACKBERRY ELEMENTARY SCHOOL DISTRICT #3
REGULAR BOARD MEETING MINUTES**

**Governing Board Conference Room
Tuesday, March 10, 2020**

THE MINUTES FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

BY: Deb Warren

Deb Warren, Administrator

The minutes for the meeting is as follows:

I. OPENING ITEMS

1. The meeting was called to order by: Board President, Scherrie Whitten @ 5:48 pm
2. Roll Call: Board President-Scherrie Whitten, Board Clerk-Ellen Kelley, Business Manager-Joni Bullock, Administrator-Deb Warren
3. Pledge of Allegiance:

4. Community Communications (call to the Public)

The board will listen to comments from the public but will not respond except as permitted by A.R.S.38-431.01(G). The Board may refer to the administration or request to have it plead on a future agenda. *If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be given to the Clerk of the Board prior to the meeting. The time limit rule, noted on the form will be enforced.*

Board President, Scherrie Whitten, informed the public that the 3 minute time limit would be adhered to due to the number of speakers.

Tony Tungka- I have worked at Cedar Hills School a little over 3 years now as the custodian. I am an uncle of 2 students here and through my experience I've seen a lot of ups and downs. More good than bad. This school has really changed for the better. All of which became possible under Ms. Warren. This school has dramatically changed from having field trips that only included female students to a camp or only going to 4H every year vs. going to places like Havasu indoor water pool, Las Vegas Interactive Aquarium or Keepers of the Wild. All while under budget. A school that once had lunches that were bare minimum, depressing, no flavors, vs. good, warm, tasty, delicious food for these kids. All while under budget. A school that 4 teachers walked out for days leaving their students unsupervised and not being educated. Fortunately, thanks to the administration and teacher aid staff, these kids continued to receive their education. Instead, today the decisions on eliminating that very same staff is somehow justified by poor, blinded oversight providing no evidence. A school who once had a custodial/maintenance person cutting corners, violating countless school property codes by not properly maintaining school grounds. Not keeping things cleaned and sanitized daily risking health code violations. My duty as a custodian is to ensure everything is clean and sanitized properly daily, while meeting health code standards. It would be virtually impossible to handle all maintenance duties at the same time. Priority duties also include; Preventing head lice and bed bugs, preventing the spread of influenza and now the coronavirus,(which there is a case in Kingman right now) preventing

rodent and insect infestation. Instead, the decisions being made to eliminate positions are taking place today. Were it not for the Ms. Warren and Ms. Bullock we would not have a quality grade "A" score along with major progressive changes. Thank you

Kristin Porter- I want to inform the Board members that I had filed a formal complaint about a teacher here and would like them to look into it.

Leslie Porter- I totally agree with Tony on how important the support staff is to the school and students. If there are any cuts I would not want it to be the support staff. My students have been going here since kindergarten and have received a lot of support from the paraprofessionals. It's not the same ones that were here before, but the ones that are here now, support the students that are here now. Paraprofessionals are so very important to her kids and she would hate to see them go.

Leanne Donason- Mine is a little more personal. It is really my personal experiences with the school. I want to address a proposal that I heard went on at the last board meeting about eliminating positions. I have five grandsons that attend school here. One in preschool, 1st, 3rd, 5th and 6th grades. I am personally involved in my grandchildren's school. I convinced my daughter and son-in-law to move here to this area because of this amazing small school. For the past five years I have attended parent/teacher conferences with my daughter. Three of my grandsons receive speech. Two of them have had speech since they were 4 years old. The 8 year old is in the process of moving on from his speech program because of the excellent one on one he has received not only from his teachers but from the assistants. He is doing far better than if he was in a large setting and I do not have one bad thing or one bad experience to say about the current staff. A staff that is totally motivated to get the best performance from every child here. I don't care if teaching styles are different from another. The academic assistance that is provided to each child is practically unheard of. I personally feel it is a privilege to be part of this community and school in which my grandsons are taught kindness, respect, and to have academic success. As a Board I feel it is your duty to support the students' educational needs. I ask the Board to please reconsider. The excellent education our children are being provided by every member of our staff is needed and appreciated. Thank you

Lorie Cote- Just wanted to address the budget cuts. I just wanted to say I have two grandkids that go to this school. One is in 6th grade and one is in preschool and I just really appreciate the preschool that Ms. Warren activated or was behind getting started. Two years ago my older granddaughter was really struggling and since Ms. Warren has been here she has just excelled. She is an "A" student and if you ever go to one of the award ceremonies, almost every child is on the honor roll. They are doing an excellent job and it would be terrible to lose anyone. Thank you

Elsa Peters- Reading for Sara Prentice (teacher) It will be almost 2 years since joining the community of Cedar Hills and I thought I hit the jackpot. It's not everyday you get a school with class sizes no more than 20. It is not everyday that you have a staff that understands teamwork which is essential for anything to run smoothly. It is not everyday that a school is able to provide the support for students like we do here. Cedar Hills has given us the opportunity to grow as teachers and provide something special for the students. It is important to stick together and support each other. It is a turn off to hear that this is even up for discussion. Like we have all said, why fix what is not broken? This sends a message that we are all disposable and what we have worked hard for does not matter in the end. The education system in the U.S. is flawed. We cut to save money, we forget why we are here. Please, please do not forget why we are all here, for the students. If the board thinks this is a good decision for both staff and students, then it is a place

where our ideologies have taken different paths, and I will be taking my own. We all bring something special to this school, and if you cannot see us as a benefit, then I will take my magic else where. Where I can continue to work magic with our future leaders. Whether your motivations are for personal reasons or academic, I urge you to see that what we have is working, why try to "fix" it ?

Karen Van Steen- School Board, staff, and community members. I am reading this today to express my thoughts about my position (secretary/health attendant). This is my first time working in a school setting. I was nervous about a career change, but it has been very positive for me. I have had a lot to learn but I like having my mind stretched to learn all the aspects of my position. I just don't sit at my desk and stare at my computer all day, thankfully. I monitor speech therapy, enjoy doing lunch duty, playground monitor, and taking care of sick students. I enjoy getting acquainted with the students and have grown to love each one of them. The staff, including Ms. Warren and Ms. Joni has been very understanding and helpful in learning my new position. Working with the staff has been a pleasure and I am glad to call them my friends. Ms. Warren has a good rapport with the students and they have a healthy respect for her and aren't afraid to talk to her about anything. Working together as a team we are able to be successful. One thing I learned is that my job performance does not guarantee I will have a job next year. Ms. Warren gave me my review and I was very pleased, but then found out the board has to approve it. When I interviewed I told them I hoped to retire from this job in 10 years. I was told that all the staff jobs would be discussed at the February board meeting. I attended to see how all this works, and came away quite confused. I did not understand why the board would want to eliminate some staff for no reason. We are under budget and received an "A" letter grade from AZ Dept. of Ed. for 2 years. We are obviously doing a great job, why decrease staff ? If the number of staff is decreased everyone else will have to do that person's job and won't be as effective at doing their own job. Teamwork is the key to our success, don't lose the key. Board members should get to know and interact with the staff. Get input from all the teachers about the day to day happenings. Ms. Warren holds the teachers to a high standard of teaching, and is very supportive of their needs. Without good leadership at the helm any institution will falter. Please do not allow Cedar Hills to falter because of your own personal dislikes. It was also brought to my attention that a board member was threatening to eliminate staff and not to blame them, which was discussed outside of the board room. I will be very sad if I lose my position at the whim of someone who does not know what happens on a day to day basis of the school. If I was not doing my job properly I could understand being eliminated, but when my review was an excellent one, I am completely blindsided.

Elsa Peters- I want to piggyback on what everyone else is saying. Were a team and I have worked in many school districts larger than ours and had no teamwork whatsoever. I have had principals that would say I have time for you, but then did not. I have a disability of stuttering and none of my team members would give me a chance to speak, but here I do not have to worry about that. Because what I say will be heard and the support that I need will be given.

Stacy Durst- Read by Karen Van Steen. Thank you staff, board members, parents, grandparents, and guardians. Apologized for not being present. Deeply concerned about the topic of reducing staff at Cedar Hills. Today we witnessed teamwork. Our school cook was absent and without a worry, the staff knew breakfast and lunch had to be provided. At Cedar Hills we have become a team that works together, and without hesitation, members of the staff jumped in. Cooking meals, serving students, and cleaning the kitchen and cafeteria. Without these people what would we have done ? While we have jobs with descriptions of duties to be performed, we all go well above our mandated

job descriptions. We are not just teachers, we are soundboards for students to talk to, we step in as caregivers because sometimes we are the only support system that child may have. The support staff performs many jobs that provide the students with a safe, clean, and secure environment, ALL vital to school success. Maslow's Hierarchy of Needs-there are 4 levels of deficiency needs that need to be met. These include eating, drinking, sleeping, safety needs, social needs, and ego needs. These must be met before any learning can actually happen. Students cannot learn on an empty stomach or focus if they do not feel safe. The support staff also provides one on one academic help. This is where we shine. Few schools can provide this for those students who need a little more help, and yet we are capable to do so in a one on one setting. This is huge and so important. Support staff also provide enrichment for students that go above and beyond what is expected of them. Our main question is why? Why fix something that is not broken? Cedar Hills Elementary has been rated an "A" school. Out of 11 schools in the Kingman District, there were only 2 other schools who received an "A" rating. It is because this team we have built, and the relationships we have made, to be able to provide our students with the best. We know its not a matter of money, we are under budget. Why? If you choose to terminate our support staff, what will you do with those available funds? Does that mean a raise for teachers? Who will be the ones taking over these duties? What kind of message are we sending to our students and community? That even though we've performed as a high proficient school, and under budget, we must cut the very same people that helped make it happen. Who will suffer? Our students.

Joni Bullock- I was not sure if I was going to speak tonight, I was contemplating if my remarks would come out biased, or much less even heard. I have become very fond of the staff here, enjoy working here, especially with Ms. Warren. I sure did not know how I would do working for a school, although I have a degree in accounting, and from a top law school. I was nervous starting something different. I came from the corporate world and it was extremely cut-throat. You had to be very cold, hard, and strong to survive dealing with 100's if not 1000's wanting your job. I not only survived, but was extremely successful. I didn't expect that type of environment at a small school with the population under 40. Up until the past 30 days, the morale here has been very positive and upbeat. The staff works very well together and support each other. For example, after the food service manager resigned, our maintenance man and janitor stepped right up and rearranged their schedules to prepare and serve the students hot, nutritious meals, while maintaining all of their regular duties. Do you think that would have been possible if either of those positions were eliminated or replaced? I think not! It's difficult for me to accept that the opinions of a single person could influence this board to the point of eliminating or replacing even one single employee. We are, and have continued performing under budget for the 3 years I have been here. To make such decisions, makes zero financial sense. I understand people's personalities don't always click, that's no excuse to use a position of power to threaten livelihoods and/or punish anyone. A school board member's job description is not to lash out and carry out a personal agenda. They can't fathom what it takes to oversee curriculum, state testing, put and keep teachers on track to obtain a letter grade "A" (2 years) as well as managing other staff and the facility. Board members are suppose to work with the superintendent/principal as well as parents and community for the benefit of the students. Eliminating or replacing people would not benefit this school. Quite the contrary, it would show pure ignorance.

Leah Ganzer- Charles mom. I don't have a speech, but I would like to voice my opinion about the dismissal of these key positions. My son goes here. For the past three years he has come from

here (motioned with her arm showing a lower level) to here (higher level) and I don't just mean in height. (very emotional) He has been on A/B honor roll for the past two years. He has come very far and I know it is because of the staff, and everybody that is here.

Tim James- I feel pretty much like everybody else. I fully support the teachers and administration. They are directly connected to the high academic levels of the students. I truly believe that since Deb has been in office things have drastically changed. I would like to see the board make decision based on the performance of the children, not whatever personal vendettas or grudges are being held.

Scherrie Whitten-I did not know we had any. I thought we were all working together well.

Tim James- It does feel that way.

Michael McGlothlin- My name is Michael McGlothlin and my daughter has been out here since kindergarten. I feel that our job as elders of these children is to lead by example, and it would not set a good example with no evidence to just let staff go. They are literally our future. All of ours.

5. REPORTS

* Administrator: Food Service Administrator Review update- Ms. Warren provided the current follow-up from Health and Nutrition Services.
Food Service Agreement signers with ADE

* School Board Report:

Ellen Kelley provided an article from Educational Leadership to be copied for the next board meeting.

Ellen Kelley-Asked if there were cameras on the bus?

Ms. Warren-No, we have not needed one. Can look into.

Scherrie Whitten asked for an update on the Woodmark grant that was received.

Ms. Warren stated that we still had funding available to purchase items for the library.

Scherrie Whitten asked about the prayer group and use of facility.

Ms. Warren- The group would have to provide their own insurance and they decided not to use the school.

* Business Manager: Budget update

Ms. Bullock stated that we still have 58% of our budget remaining. We are in a good place.

6. Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Hackberry Unified District Office, 9501 Nellie Dr. Any Board member may request an item be pulled off the agenda for further discussion.

A. Approval of minutes

February 11, 2020

Regular Board minutes

Discussion/Action

Scherrie Whitten motioned, Ellen Kelly yes. Passed 2-0

B. Approve Vouchers

1. Ratify Hackberry payroll voucher: 2019, 2120

Discussion/Action

Ellen Kelley motioned, Scherrie Whitten yes. Passed 2-0

2. Ratify Hackberry expense vouchers: 2042, 2043, 2044, 2045
Ellen Kelley asked about other comm. ser. under the Hackberry revolving account. Chart of accounts was already put in the settings in Visions.
Ms. Bullock will check into and provide information at the next board meeting. Scherrie Whitten motioned, Ellen Kelley yes. Passed 2-0

Discussion/Action

II. OLD BUSINESS

7. Approval/renewal of Administrator/Superintendent, contract for SY 2020/21
Deb Warren. The employee agreement would consist of a Post-Retirement Employment Opportunity through a third party vendor such as **Educational Services, Inc. (ESI)**. Hackberry E.S.D. #3 Board will have to authorize to enter this agreement **pursuant to A.R.S. 15-502(A)** The agreement will include but not limited to the following key terms: See attached **RetireRehire Terms Acknowledgement**

Provide current accumulation of sick, PTO, and vacation days document.

Policy CB- Administrator

Legal Reference: A.R.S. 15-503

Policy GCCA- Professional/Support Staff Sick Leave

The Governing Board , may, by motion, go into executive session for discussion of personnel pursuant to A.R.S. 38-431 (A)(1)

Discussion/Action

Ms. Warren stated she had requested an open public meeting. Ms. Bullock also provided the savings the school district would have by rehiring Ms. Warren as the administrator

Tabled until the next meeting.

8. Approval/renewal of Certified teacher contracts for SY 2020/21 which includes the state mandatory 5% raise.
Elsa Peters, Sara Prentice, Patricia Henry, and Steve Hawley
Provide current accumulation of sick, and PTO days of certified teachers.

Policy GCB- Professional Staff, Contracts and Compensation

Legal Reference: A.R.S. 15-502, A.R.S. 15-503, A.R.S. 15-544

A.R.S. 15-952, A.R.S. 15-977

Policy GCCA- Professional/Support Staff Sick Leave

The Governing Board, may, by motion, go into executive session for discussion of personnel(s) pursuant to A.R.S. 38-431 (A)(1).

Discussion/Action

Tabled until the next meeting.

9. Approval/renewal of Classified Work Agreements for SY 2020/21
Brian Brown- Bus Driver/ Maintenance
Joni Bullock- Business Manager
Stacy Durst- Paraeducator
Cynthia Henson- Paraeducator
Tony Tungka- Custodial/Maintenance
Karen VanSteen- Front Office Clerk/Health Asst.
Provide current accumulation of sick, PTO, and vacation days of all hourly employees if eligible.

Policy GDB- Support Staff Contracts and Compensation

Legal Reference: A.R.S. 15-502

Policy GCCA- Professional/Support Staff Sick Leave

The Governing Board, may, by motion, go into executive session for discussion of personnel(s) pursuant to A.R.S. 38-431 (A)(1).

Discussion/Action

Tabled until the next meeting.

- 10.** Discussion and possible action of changing Hackberry E.S.D.#3 Board meeting time to accommodate the community. Discussion/Action
Scherrie Whitten asked the public in attendance what they thought would be a good time to schedule the board meetings. The board really wants the community to attend. Several responses provided.
Scherrie Whitten motioned to schedule regular board meetings on the 2nd Tuesday of the month at 3:45 pm, Ellen Kelley yes. Passed 2-0.

III. NEW BUSINESS

- 11.** Discussion and possible action regarding the use of side door for enter/exit purposes by students and staff. Discussion/Action
Ellen Kelley was concerned about the safety of the students using the side entrance. Parents/guardians supported using the side entrance.
Ellen Kelley motioned to leave the procedure as is, with supervision being provided in the hall, Scherrie Whitten yes, Passed 2-0.

- 12. Acceptance of resignation letter of Food Service Manager, Nicki Gunckel**
Dated effective March 9, 2020
Policy: GDQB- Resignation of Support Staff Members
Scherrie Whitten motioned to accept the resignation of Nicki Gunckel and post position, Ellen Kelley yes, Passed 2-0.

- 13. Policy Manual and Administrative Regulations Board review-**
Policies: Section G- Personnel: GBEA, GBEAA, GBEB, GBEFA, GBI, GCBA, GCCA, GCF, GCFC, GCO, GCQE, GDF, GDFA, GDL
Section I- Instructional Program: IHA, IHAMD, IHB, IL, IMD
Section J- Students: JEB, JFAA, JFAB, JFB, JICA, JICK, JIH, JJIB, JJJ, JL, JLCD
1st Reading

- 14.** Discussion in reference to the Dodge Durango (school vehicle) and options for school employee travel. Discussion only
Ms. Warren provided blue book value of Durango and stated it will not shut off once it is started. We can pay mileage to those that have a dependable vehicle and/or reimburse renting a vehicle. Will put on future agenda.

- 15.** Discussion and possible action on the format of Hackberry E.S.D. #3 minutes Discussion/Action
Ellen Kelley provided a sample of board minutes from KUSD. She liked the format. Scherrie Whitten motioned to use the bullet format for the board minutes, Ellen Kelley yes, Passed 2-0.

16. Discussion and possible action to approve Grand Canyon Caverns (4/16/20) and Shark Reef Aquarium (4/30/20) student field trips.
Ellen Kelley motioned, Scherrie Whitten yes, Passed 2-0

Discussion/Action

Scherrie Whitten asked the audience if there was anything else?

Ms. V. Anthony- Stated she had two things. She had a question about the licensing of the preschool.

Ms. Warren informed her that we report to the state of Arizona.

Ms. V. Anthony had a second question about the staff serving meals to the students. Do they have food handler cards?

Ms. Warren stated absolutely.

17. Adjourn: 7:02 pm

Pursuant to the Americans with Disabilities Act (ADA), Hackberry Elementary School District #3 endeavors to ensure the accessibility of all of its programs, facilities, and services to all persons with disabilities. If you need accommodation for this meeting, please contact the school at 928-692-0013

Scherrie K Whitten
Scherrie Whitten, Governing Board President

4/14/20
Date

**HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3 GOVERNING BOARD
CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401**

REGULAR BOARD MEETING MINUTES

Governing Board Conference Room

Tuesday, April 14, 2020 at 3:45 p.m.

THE MINUTES FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

BY:


Agent of the Governing Board, Deb Warren, Administrator

The minutes for the meeting is as follows:

I. OPENING ITEMS

1. The meeting was called to order by: Board President, Scherrie Whitten @ 3:45 pm

2. Roll Call:

3. Pledge of Allegiance:

4. *Community Communications (call to the Public)*

The board will listen to comments from the public but will not respond except as permitted by A.R.S.38-431.0 I (G). The Board may refer to the administration or request to have it plead on a future agenda. If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be left at a designated location and will be collected by the Clerk of the Board prior to the meeting. The time limit rule, noted on the form will be enforced.

Governing Board President, Scherrie Whitten, stated that just so everyone knows, we will have the three minute rule still in force.

Tammy Herrera- I do come to some of the meetings. My concern is losing any of the staff at the school because everybody has their jobs and their duties. The paraeducators have been extremely helpful to my children and I have two kids with different special needs. One with autism, and he's come a long way with his struggles and getting the help with reading and math for all my kids has been a huge benefit. The teachers, it would be very hard to add more grade levels on to any one teacher. The parents are learning that at home right now, especially the ones that have several children. I am trying to teach four different grade levels right now while I am at home. I am spending a lot of time on Khan Academy trying to relearn stuff myself. So for teachers to have to teach several grade levels, even if it is a smaller classroom, to ask them to do more than 2 or 3, is just not the responsible thing to do. The staff for the bus and cleaning and maintenance and stuff, they are always busy. I never come to the school and find somebody sitting around with nothing to do. They help with all of the departments and are able to help in the kitchen if

needed or where you would have to have outside staff to back up or pick up the slack. I would just hate to see anybody go, especially if we're under budget and an A grade school.. That's my concern.

John Warren- See Exhibit A attached

Anthony Tungka- Good evening everyone thank you for having me today. I would like to congratulate Deb Warren, Joni, and along with the teaching staff for acquiring the A+ grading for this school. Want to congratulate the teacher aide staff for being the one on one skills to acquire A honor roll and A/B honor roll in which my niece and nephew were able to obtain. I am very proud to announce that. I would like to bring up some key things that were mentioned in previous board meetings that was requested by the public itself for this current board staff to look at and investigate upon. It has to do with regarding missing \$40,000 or \$50,000 dollars, missing funds that wasn't recorded or documented missing documentation regarding theft Beverly who was formr account manager who was here during the time that we had Ms. Scherrie Whitten.....

Scherrie Whitten- I want to stop that, cause that has been in Joni's hands to take care of.

Tony Tungka- But the board did not bring any updates regarding that so I want to address that.

Scherrie Whitten- I would like to stop this conversation at this time and turn it over to Joni at this time and Deb Warren because they had submitted that to the attorney general. What we were told I have asked about it several times and yet no answers. So if you have nothing further to say, you can stop now. We have asked, and asked, and asked and we have been told there is nothing on that. Sorefer that to our Administrator and Business Manager because I have asked. Have I not ?

Deb Warren-We have no answers.

Scherrie Whitten- Let them know that so they can hear you

Tony Tungka- It's pretty important for the public to be aware if there's any updates regarding that.

Scherrie Whitten-That's right.

Tony Tungka- Nothing was brought throughout the time from the beginning of your inauguration up until this point.

Scherrie Whitten- You have been here and have not attended enough meetings.

Ellen Kelley- I am going to speak right now, and it was discussed in meetings, open meetings. Joni did discuss it, and right now we don't even have to comment on anything and we shouldn't.

Scherrie Whitten- It is slander. Understand that.

Tony Tungka- It is not really slander when it is public information.

Scherrie Whitten- When you are telling us, it is. Thank you

Leanne Donason- See Exhibit B attached

Karen Van Steen for Deb Hill- See Exhibit C attached

Karen Van Steen- See Exhibit D attached

Rocky Hamodey- My name is Rocky Hamodey and as former President of school board here, and then I had my heart attacks and wasn't able to run for another term. I just want to say about contracts in general, I am proud to say that I was one of three that voted for Ms. Warren in when we first got her. We knew she was talented. We were lucky to get her, and it's pretty funny the way this whole thing has come about in the form of a vendanta by this board to get rid of her. People that have done a great job and you have went out of your way to make it just miserable. and it's not that I'm just saying that. It's what everybody is saying. Now I am not afraid to step up, I know someone else is

running for the board, I am running for the board. I hope one of us makes it, and gets them kicked out, because we need to have a better board in here. I just want you to know that even that the one person going to be running, we are going to be doing that, but also for Ms. Kelley we are going to do a recall. Thank you

Scherrie Whitten- I'd like to add to that. There is no vendetta.

Gabby Hamodey- Good afternoon ladies and gentlemen. My name is Gabby Hamodey and I am also running for Mohave County Board of Supervisors District I. I want to say that I really highly value the principal Debra Warren, the staff, and teachers of this wonderful school. While my husband was president of this school board, he's the one and the board that instituted and hired Ms. Debra Warren, and hired the staff and the teachers that made this wonderful A+ rating. The kids are wonderful. This is a family atmosphere and the school board members are trying to destroy and dismantle everything they worked so hard for because of their personal vendetta for control, power, and money. They don't care about what they put the kids through in changing all of the teachers or support staff or the principal. These kids love the people that work there and it is going to be a traumatic experience if it gets changed. Like my husband, Rocky Hamodey, he is running for the school board and we are going to run. A- Ellen Kelley out of this school district because she is not doing what's in the best interest of the school, she's not doing what's in the best interest of the kids, or anybody else. Just her.

Scherrie Whitten- I terminate this at this point.

Gabby Hamodey- Thank you.

Scherrie Whitten- We are going to stop this board meeting at this time if this continues.

Ellen Kelley- Did everybody here that. We're gonna stop the board meeting if this

Scherrie Whitten- There re a lot of open meeting laws that were violated

Ellen Kelley- Please stop. I have a lot to say.

Scherrie Whitten- OK

Megan Hamodey- Hello my name is Megan Hamodey. First thing I would like to say I am reiterating what others have said that the school has achieved an A+ rating. It wasn't under you guys. My question is how do you Scherrie Whitten, and Ellen Kelley, justify dismantling a team, the principal, the teachers, the support staff, that have achieved this rating? Thank you

Ellen Kelley- I am telling you right now this is probably going to go over three minutes and I am not going to stop unless the Board President stops me. See Exhibit E attached for additional public comments from Ellen Kelley.

5. REPORTS

*Administrator: Food Service A.R. documents

Employee Salaries Comparison Years documents

(2016/17, 2017/18, 2018/19, 2019/20, and projected 2020/21)

Certified Teacher certification documents (4)

Board President, Scherrie Whitten motioned to table Administrator reports.

*School Board Report: None

*Business Manager:None

6. Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Hackberry Unified District Office, 950 1 Nellie Dr. Any Board member may request an item be pulled off the agenda for further discussion.

A. Approve Minutes

March 10, 2020 Regular Board Meeting Minutes Discussion/Action
Scherrie Whitten motioned, Ellen Kelley 2nd, passed 2-0

March 19, 2020 Special Board Meeting Minutes Discussion/Action
Ellen Kelley motioned, Scherrie Whitten 2nd, passed 2-0

B. Approve Vouchers

1. Ratify Hackberry Vouchers: 2046, 2047 Discussion/Action
Scherrie Whitten- Asked about the purchase from Home Depot for \$398.89
Deb Warren- Stated it was for a Husky work table for the TV monitor in the library.
Scherrie Whitten- Is the solar saving the school any money ?
Deb Warren- No, not really.
Joni Bullock- No it is not.
Scherrie Whitten motioned to approve vouchers, Ellen Kelley 2nd, passed 2-0.

2. Ratify Hackberry Payroll Vouchers: 2121, 2122 Discussion/Action
Scherrie Whitten- Asked why there were three employees that only got partial pay ?
Was that because of spring break ?
Deb Warren- Yes it was.
Scherrie Whitten motioned to approve payroll vouchers, Ellen Kelley 2nd, passed 2-0.

II. OLD BUSINESS

7. Approval/renewal of Administrator/Superintendent contract for SY 2020/21-Deb Warren. The Administrator/Superintendent may continue to work with the District through a Post-Retirement Employment Opportunity through a third party vendor such as Educational Services, Inc. (ESI). The Board will have to authorize to enter a third party vendor agreement pursuant to A.R.S. 15-502(A)

Rehire Terms Acknowledgement have been provided to board members March 10, 2020 regular board meeting.

Policy CB- Administrator
Legal Reference: A.R.S. 15-503

Discussion/Action

Scherrie Whitten- So we, the Board may vote to go into executive session to talk to the attorney to. Do you see any reason to contact our attorney ?

Ellen Kelley- It is entirely up to you.

Scherrie Whitten- I have talked to the attorney several times in regards to this. Do you need to talk to him ? The attorney ?

Scherrie Whitten- Do you want this in an open meeting or go into executive session ?

Deb Warren- We cannot go into the executive session because it wasn't posted on the agenda.

Scherrie Whitten- We can if we call the attorney.

Deb Warren- Yes, if we call the attorney, but with this 3rd party there is a process you go through. There is not any reason to contact the attorney.

Scherrie Whitten- I've been contacting the attorney about this board meeting. Due to it's only a one year thing I believe we need to bring in a new administrator. That's my opinion. So I vote no.

Deb Warren- The thing you have to realize with the one year, when you go through this third party, with this percentage, and then you can continue.

Ellen Kelley- But we want to get somebody new in.

Scherrie Whitten- We need somebody new and start out fresh. This is the letter of non-intent to rehire. I need you to sign it.

Deb Warren- So the reason you are not rehiring me is why ?

Scherrie Whitten- The reason why is because I think we need to start out the year with new administrator.

Gabby Hamodey- You need someone new, not the school.

Ellen Kelley- If you are going to be disruptive, you are going to be asked to leave. If you're running for Board supervisor you should know better.

Audience- Please speak up.

Deb Warren- They cannot hear you, please talk into the microphone.

Scherrie Whitten- Also to keep the kids. I've been looking at the whole situation and this is my feeling. They need to get used to a new superintendent and ease into the process. This is the letter of non-intent which I told you I was going to ask the attorney to draft up and he did. I did not hide it from anyone. That's what he drafted up'

Scherrie Whitten- So I make a motion to not approve the third party ESI post retirement and employment opportunity and we will not be renewing your contract.

Deb Warren- Can you hear me out there ? So just to be clear. I am not going to be rehired even though I have accomplished the goals that I was expected to accomplish during my term ?

Scherrie Whitten- Correct. You had said that you were going to retire if we did not...

Deb Warren- I can retire and come back to work and save the district money.

Joni Bullock- We could save \$23,000.00

Deb Warren- Which I would be saving the district money which would be a win win situation. If you would talk to the representatives from the third party contractors, they would be able to tell you. It's a win win for the district and the employee.

Scherrie Whitten- I understand that. As a board we have decided.

Deb Warren- Please speak into that so they can hear you.

Audience- Not trying to be rude Scherrie, but we would love to hear you. You wanted us here. Please speak into the microphone.

Scherrie Whitten- So would you please sign this ? It was drawn up by our attorney and we advised you of it before.

Deb Warren- I find that interesting, that it was drawn up before the board meeting.
Scherrie Whitten- He's the one that drew it up. We can get him on the phone if you would like to know about it.
Deb Warren- There is no reason. You guys have made up your minds.
Scherrie Whitten- We have not made up our minds.
Ellen Kelley- No I sat down and it took me hours to go over pros and cons and everything else.
Deb Warren- I'm saying at this point.

Scherrie Whitten motioned to not rehire for 2020/21 Ms. Warren. She has been given the letter of non-intent to not rehire, Ellen Kelley 2nd, passed 2-0.

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

8. Approve Certified Personnel Contracts

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>POSITION</u>	<u>DATE</u>
Hawley	Steve	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Henry	Patricia	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Peters	Elsa	Teacher	7/20/2020
Scherrie Whitten motioned to not rehire for the 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Prentice	Sara	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for the 2020/21 SY with changes to her contract. Fulfills the deficiencies on her certificate by the end of next year. We were told that you were certified. Ellen Kelley 2nd, passed 2-0			
<u>Deb Warren</u> - She is certified.			

Policy GCB- Professional Staff, Contracts and Compensation
Legal Reference: A.R.S. 15-502, A.R.S. 15-503, A.R.S. 15-544
A.R.S. 15-952, A.R.S. 15-977

Discussion/Action

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

9. Approve or disapprove Classified Work Agreements.

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>POSITION</u>	<u>DATE</u>
Brown	Brian	Bus Drive/Maint.	7/1/2020

Scherrie Whitten motioned to not rehire for the 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tony Tungka- Can we ask questions afterwards ?
Cynthia Henson- Will they be given reasons why they weren't rehired ?
Scherrie Whitten- No. They are an at will employee.

Bullock	Joni	Business Manager	7/1/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Durst	Stacy	Paraeducator	7/20/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Henson	Cynthia	Paraeducator	7/20/2020
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Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tungka	Tony	Custodian/Maint.	7/1/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tony Tungka- File under EEOC under discrimination.

Van Steen	Karen	Front Office Clerk	7/6/2020
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Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Ellen Kelley- I have to say that I did not come to these decisions lightly, but I dug and dug, did some soul searching.

Audience- What did we do wrong ?

Gabby Hamodey- Your not under their thumb, under their control. Their going to hire people they can control, manipulate.

Ellen Kelley- I am a homebody. I stay on my land ...

Audience- Many talking, hard to understand.

Scherrie Whitten- We are going to call this meeting to order. If we can't have it to order, we will close the meeting.

Policy GDB- Support Staff Contracts and Compensation
Legal Reference: A.R.S. 15-502

Discussion/Action

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

III. NEW BUSINESS

10. Preschool License

Discussion/Action

Ellen Kelley- I have a question for that. On the letter it says only five, but I see six.

Deb Warren- There are six.

Ellen Kelley- On the letter from the state it said only five.

Deb Warren- It states for five or more children for compensation.

Ellen Kelley- I have a question. Are they being served food ?

Deb Warren- Yes, we serve them a snack when they come in and there is no compensation.

To clarify what has taken place with this item #10. We received a week after our last board meeting, when we were questioned about preschool licensing, a formal complaint from the Arizona Department of Health Services about licensing. I spoke with William Manzelmann from the department and he sent me the forms that I needed to complete. I completed those and emailed those over to him letting him know what our program looked like and actually had a great conversation on the phone with him in reference to our preschool program. We do not charge any compensation or any other type of fee at all for our preschool children to come to the school from 12:15-3:30 each day. Honestly, he could not understand why somebody was filing a complaint with their department because we have an awesome program going on at this school at this time or we did, with a certified teacher.

Scherrie Whitten- Thank you

Ellen Kelley- Probably because the district, if anything happened, god forbid, could have been sued terribly. A lot of money.

Deb Warren- For what ? We report to the state. We take attendance everyday.

Ellen Kelley- I am just saying that is probably why.

Deb Warren- We are not required to have a license.

11. Possible letters of Direction to employees – staff ethics

Discussion/Action

Scherrie Whitten- I am going to direct Ms. Warren to give this to all staff members to fill it out. I talked to Jeff Dollins, our attorney, and if we need to get him on the phone for more directions on this we can. But it is a letter cause there were a lot of things gone out from our staff belittling our board which we had talked about previous. This is a letter that goes out to the staff saying is not legal for staff to do this. So he filled out this paper, put this letter together and it's a direction. We're to give you the direction to give this to the staff.

Deb Warren- I reference to the Formal Letter of Direction cannot be provided to an employee unless there is specific evidence showing that they have violated these policies. You can't just give a person a Formal Letter of Direction if they haven't violated a policy

Scherrie Whitten- Ok, then let's get our attorney the phone.

Deb Warren- We can do that. I am not going to give... that is disciplining an employee for something that they have not done.

Scherrie Whitten- We are not disciplining anyone. It's telling them what the rules are. It says Formal Letter of Discipline, Direction

Good Afternoon,

My name is John Warren, I am the Superintendent of the Topock School District, and the immediate Past President of the Arizona Rural Schools Association

On behalf of the Arizona rural schools association, currently led by Executive Director Wes Brownfield, and Executive Board members Kristin Turner Superintendent of the Paloma School District, Dr. Mellisa Sadorf Superintendent of the Stanfield School District, Assistant Superintendent Jaime Festa of the lake Havasu School District, Dr. Robbie Koerpich of the Holbrook School District, Dr. Stephanie Miller of the Congress School District, Karl Uterhardt of the Cochise School District, Sean Rickert of the Pima School District, Jackie Price La Paz County School Superintendent, and Dr. Patty Horn of Northern Arizona University we would like to commend the Cedar Hills School staff, students, and families for their second consecutive year of attaining a letter grade of A. This is a tremendous accomplishment attained by a small percentage of schools statewide, and even fewer rural schools. In Mohave County I attend board meetings on behalf of ARSA to recognize Teacher of the Year winners and other awards and accolades. In 2018, Mohave County Teacher of the Year Ginny Sautner of Lake Havasu became the Arizona Teacher of the Year and was crowned the National Teacher of the year at a ceremony in St. Louis Missouri. In fact, 2 of the last 6 AZ Teachers of the Year have went on to win the National

Teacher of the Year award including one runner up. We are proud of our rural teachers and their accomplishments and honored that the AZ rural Schools association represents ALL member schools regarding state educational legislation at the Capital, as well as providing valuable input to the Arizona Department of Education, State School Superintendent Kathy Hoffman and the State Board of Education.

I would also like to acknowledge that Cedar Hills School Administraor Deb Warren has been nominated for the ASU Digital Prep Champions of Innovation Award for her leadership in attaining an "A" rating for two consecutive years.

This award recognizes a leader in rural public education who exemplifies excellence through visionary leadership leading to the implementation of innovative practices securing a higher quality education for students at their rural public school. Ms. Warrens leadership and guidance has demonstrated the following:

- A Commitment to educational quality and student achievement and a vision of learning that is shared and supported by the school community.**

- **Facilitating a sustainable school culture and instructional programs conducive to student learning and staff development.**
- **And Effective identification of student academic needs and appropriate instructional strategies to achieve measurable student academic improvement outcomes.**

So, again I congratulate you all for your commitment to academic excellence and the tremendous success that is Cedar Hills School.

Thank you

My name is Leanne Donnason. I have five grandchildren that attend this school. I am very interested in how this school succeeds. In November I will be on the ballot to fill the the empty spot on the school board. I understand Ms Whitten, that your term is up in December. I know your property is up for sale, so I am wondering if you are still planning on running for another term? Will you still be living in this area?

We as a community elected both you and Ms Kelley to the school board, believing you were going to uphold the wishes of the community in regards to our school. Last month the community let their voices be heard in the March board meeting. I would hope you as a board would honor those wishes. This staff has achieved a grade letter "A" for a reason. They have worked hard and long to help these students achieve their honor roll grades.

I hope you are not planning on changing that because of your own agendas.

April 2020

March 10, 2020

To the Governing Board of Hackberry School:

My name is Debra Hill and I have been employed by Cedar Hills as a reading specialist for the last year. As an employee of the Canyon State Educational System I also work for other small schools in the Phoenix area. Cedar Hills is the most successful of these schools and the only school that has an "A" rating from the state. This rating is a hard-sought accomplishment and indicates that the students are being taught the standards that will be required for the next grade at a high level of mastery. Only about 25% of all schools in Arizona have received this grade.

The students and staff under the leadership of Ms. Warren have worked hard to obtain and keep an A-rating for the last two years. Ms. Warren is an expert as a leader to accomplish this challenge. She is able to interpret data and set in place interventions to ensure that students obtain mastery and are well-prepared for testing on the AZm2. She provides feedback to teachers and students using data and her knowledge of each and every student's academic achievement.

As an educator for the past 35 years serving in the capacity as a teacher and administrator, I believe that Ms. Warren has a skill set that is rare among most other administrator's and these skills have been a very positive influence in the success of Cedar Hills. In my opinion, she would be very hard to replace, and with her continued guidance at Cedar Hills it will maintain its status as one of the only "A" schools in Mohave county, which is a source of pride for the students, teachers, staff, and parents.

Sincerely,

Debra Hill

In addition to this letter,

Mrs. Pike, our music teacher for the last three years, came to school today and picked up all her personal items. She made a point to tell us that if Ms Warren is not given a new contract, she will not return. She had also been a full time teacher here in the past.

Also parents and grandparents have told me personally that if Ms Warren and her staff are not reinstated, they will take their students elsewhere.

On a personal note, the students are the ones who will suffer the most. The students have already been traumatized by the coronavirus pandemic and then to come to school to staff they do not know, will be more traumatic to them. The state of being of our students should be our most important goal right now. I don't feel that adding to their trauma is reaching that goal.

April 14, 2020

My name is Ellen Kelley, which I'm sure you all know by now. I also want everything that I say posted like everyone else that speaks here. I will give a copy to whomever is posting this meeting so you can write it verbatim and there will not be any misinterpretation or misquoting.

First, I want to address the issue of rehiring the administrator. If anyone was here at the February board meeting you would have heard Ms. Warren tell the board that she put in for her retirement and that it would be effective June 30th at the end of her contract. This meeting was approved at the March board meeting. This should have been posted on the Cedar Hills School website for everyone to read.

Second, people are attacking me without even knowing me, you do not know my beliefs or philosophies, you might have had me over for dinner and have seen me at social functions, But you do not know me. How many people know that I give blood every 56 days, donate to St. Judes, and the HSUS? How dare people attack my character and say things about me when they do not know anything about me. Are these behaviors that are being exhibited showing and instilling moral and honest ideology in our children, that without evidence you can hate, show contempt, and condemn even if you do not know the person and there isn't any proof of any misdoings or corruption? Shame on you.

One of the most proudest moments of my life was when I was elected to this position and I was sworn in and took the oath. I do not seek power, nor do I want any. I ran for the board for the children, parents, guardians, staff and the district, I thought I could make a difference.

There are people that are being evil, mean and vile, they are attacking a district member who is a kind and loving person. You know who you are. This is wrong and needs to be stopped. How could you do this to another human being? Why would you want to do this?

As for the old board, since so many are intent on bringing them up, let me bring you up-to-date on them.

I know for a fact, from the person that worked here as an administrator, and others, that there was a "discussion" from the board to pay themselves. If they would

have read what it means to be on a school board then they would have known that it is a volunteer position, that I was more than happy to run for. Talk about nepotism, they were all related and cronyism, friends and family were hired, how were they and the people they hired qualified? I wanted to be an informed school board representative and not be "ignorant" of my duties.

I do not seek "power" which was said on a website, I do not go on a "rant and rave" like other people have. I find out all I can, choose my words carefully, and, with some intelligence, especially if I do not have all of my facts and I am only hearing it from a few chosen people. I do not make accusations on people, I do not do things in regards to personalities or how I feel about a person as was indicated by a few misinformed people. As far as the statement that was said in regards to getting rid of the people here and wanting to get "friends and family hired, first of all, if you know me, you would know that most of my friends are retired and do not seek employment, second, again, if you knew me, you would have know that my family is in CA. and Showlow. I have no immediate family here. They have passed.

I also know for a fact, from the person that this happened to, that the board president came to the school and fired this person. This is a violation of the open meeting law, and a "blatant" show of power and totally illegal. It could have cost the district more than the \$5,000.00 dollars that was paid to this person for this. This is an egregious act and I am surprised it did not cost the district more money. How many here knew of this?

I look at all the facts before making any decisions, I want to have informed, intelligent, and factual information before I say or do anything. I do not take this position lightly.

I remember when my daughter was in preschool here, yes, how many remember the preschool that was here before? The board was more than welcomed to come into the school, they were able to help out and volunteer in the school. We also had a lot more district volunteers coming to the school to help out. We had a district volunteer come in and do a wood shop class, we had office volunteers and volunteers to help the teachers with reading and writing.

I remember the food back then and it was great, nutritious and generous. We also had a lot more functions offered to the children and district than what is offered now. We had barbecues and just to say thank you luncheons, awards were given to

the volunteers, we had dinners for all the holidays plus some. We have very few of this now, we also went on a lot of field trips back then too.

It was mentioned that board members should get to know the staff more but when I came to the school to meet the teachers and staff, I was shot down and was told it looked like I was trying to catch somebody doing something. Why in the world would anyone think that is beyond me, I do not think like that, I try to find the good in all. I'm starting to have doubts. I wanted to know the staff more, again, I wanted to be involved, not to have power, but to be more informed and to help in anyway I could. I have volunteered in many positions and in different capacities and thought my expertise could be utilized here. I guess I was wrong in thinking that. How many of you, including staff has tried to get to know me better?

I gave an article to the administrator about re-thinking the boards role because I wanted to be more involved in helping the children, district, teachers, staff, and school, not to have power. It is ironic that after I did this a "rant and rave" went on line a couple of days later accusing me of wanting power.

Also, in that "rant", there was mention of two prior board members that had passed away. What she was referring to was an administrator that hired a person that was a relative of someone on the board, gee, the old board hired friends and family. Shame on her for bringing that up, lets try to hurt the board member more by talking about her husband and mom that passed away. Shame on her for writing that article. Did she know what her husband and children did while on the board. If so, she is as guilty as them.

Is this someone that you would want to be in power, I would hope not. I had calls from people in town, I'm not going to quote all the words exactly but, they wanted to know "who this crazy person is", I told them I do not know her. I have never met her. She says she knows me but she did not even spell my name correctly. This is sad that someone would go after people and stir up trouble just to get votes.

And to whomever sent that letter home, how cowardly not to sign your name on it. Obviously you were trying to rile the district up and cause hate and discontent. Didn't anyone question how it got sent home and why it wasn't signed?

It is sad that it takes accusations and hate letters to bring people to the board meetings. There were many meetings where there wasn't one person from the

district in attendance.

You are supposed to be G-fearing people, you go to church but then you shun your neighbors and so called friends. You talk about people behind their backs and then when something you "thought" was going to happen you ban together and criticize people without knowing all the facts. There are things that transpire that as board members we are not able to discuss. There have been times when board members went home and discussed negative items in front of their children and then it comes back to the school in the classroom. This is unacceptable, again, is negativity and hatred what we want to demonstrate to our children and grandchildren?

I have emotions and right now and I am just disappointed, disgusted, and depressed in the human race and how they are treating other people, especially in these times of need.

My saying is, "It's not that life is too short, it's that death is so long", and I have more important things to do in my life than to conjure up accusations, threats, and hatred.

In closing, I would like to thank everyone for coming to this board meeting.

HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3

CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401

BOARD MEETING MINUTES
Governing Board Conference Room
Tuesday, May 19, 2020 at 4:00 p.m.

THE MINUTES FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

BY: 
Robert Vayner Ed.S., Acting Superintendent

The Governing Board may consider any item on this agenda in any order and at any time during the meeting.

The Governing Board of the Hackberry Elementary School District #3 may, by motion, enter into executive session for discussion or evaluation of personnel, pursuant to A. R. S. § 38-431 (A)(3) or A. R. S. 38-4231.03(A)(4) for any items designated with an asterisk (*).

NOTICE: There was a malfunction with the tape recorder during the meeting.

The agenda for the meeting is as follows:

1. OPENING ITEMS

1. Call to Order: Ellen Kelley called the meeting to order at 4:06 p.m.
2. Roll Call: Ellen Kelley, Scherrie Whitten, Deb Warren, Jeff Dollins
3. Pledge of Allegiance: Recited

4. Community Communications (Call to the Public)

The board will listen to the comments from the public but will not respond except as permitted by A. R. S. 38-431.01(G). The Board may refer to the administration or request to have it plead on a future agenda. *If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be given to the Clerk of the Board prior to the meeting. The time limit rule, noted on the form, will be enforced.*

1. Karen Van Steen made a personal statement regarding an encounter with a board member, where the board member allegedly made a derogatory statement about Ms. Warren.
2. Leanne Donason made a plea wanting to know what alleged crimes the administrative staff had committed to be placed on administrative leave.
3. Tammy Herrera expressed concerns to the Board regarding her children who have special needs, due to the fact that the school does not currently have a special needs teacher on staff.
4. Rocky Hamodey reiterated the recall on Ellen Kelley, and stated his own plans as board president.
5. Gabby Hamodey made personal statements regarding the current board members, and made additional reference to the recall on Ellen Kelley.

5. REPORTS

- A. Administrator: None

B. School Board Report: **None**

C. Business Manager: **None**

6. Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Hackberry Unified District Office, 9501 Nellie Dr. Any Board Member may request an item be pulled off the agenda for further discussion.
7. Approval Minutes: **None**
8. Approve Vouchers
 - A. Ratify Hackberry Payroll Voucher: **None**
 - B. Ratify Hackberry Expense Voucher: **None**

II. NEW BUSINESS

1. Discussion and possible action re: Placing the Superintendent on administrative leave with pay. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. **Ellen Kelley made the motion to place the superintendent on administrative leave. Scherrie Whitten seconded. Motion passed 2-0. Informative letter to follow.**
2. Discussion and possible action re: Placing the Business Manager on administrative leave with pay. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. **Ellen Kelley made the motion to place the superintendent on administrative leave. Scherrie Whitten seconded. Motion passed 2-0. Informative letter to follow.**
3. Discussion and possible action re: Placing the Receptionist on administrative leave with pay. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. **Ellen Kelley made the motion to place the superintendent on administrative leave. Scherrie Whitten seconded. Motion passed 2-0. Informative letter to follow.**
4. Discussion and possible action re: Appointing an Acting Superintendent. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. The Board may also vote to discuss this item in executive session pursuant to A. R. S. Sec. 38-431.03(A)(1) for personal matters. **Ellen Kelley made the motion to enter into executive session. Scherrie Whitten seconded. Motion passed 2-0. Ellen Kelley made the motion to return to regular session. Scherrie Whitten seconded. Motion passed 2-0. Ellen Kelley made a motion to hire Patricia Henry as the acting superintendent. Scherrie Whitten seconded. Motion passed 2-0.**
5. Discussion and possible action re: Directing District legal counsel to assist the District with the search for a long term interim superintendent and business manager. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. **Ellen Kelley made the motion to request legal**

counsel to conduct search for a long term interim superintendent and business manager. Scherrie Whitten seconded. Motion passed 2-0.

6. Discussion and possible action re: Directing District legal counsel to assist the District with securing an outside investigator to look into possible employee misconduct. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. Ellen Kelley made the motion for legal counsel to obtain an outside investigator to look into possible misconduct carried out by employees and prior members of the board. Scherrie Whitten seconded. Motion passed 2-0.
7. Discussion and possible action re: Directing District legal counsel to assist the District with securing the services of an IT provider. The Board may vote to discuss this item in executive session pursuant to A. R. S. Sec. 380-431.03(A)(3) so that it may get legal advice from its attorney. Ellen Kelley made the motion for legal counsel to secure the services of an IT provider. Scherrie Whitten seconded. Motion passed 2-0.
8. **Adjourn (Discussion/Action):** Ellen Kelley made the motion to adjourn the meeting at 6:05 p.m. Scherrie Whitten seconded. Motion passed 2-0.

Pursuant to the Americans with Disabilities Act (ADA), Hackberry Elementary School District #3 endeavors to ensure the accessibility of all of its programs, facilities, and services to all persons with disabilities. If you need accommodation for this meeting, please contact the school at 928-692-0013

Posted By

Ellen Kelley

Time

8:32

Date

6/4/00

**NOTICE OF PUBLIC MEETING:
HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3**

CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401

Pursuant to the A. R. S. 38-431.02 notice is hereby given to the members of the Governing Board of Hackberry Elementary School District #3 and to the general public that the Governing Board of Hackberry Elementary School District #3 will hold a meeting open to the public at 3:15 p.m. on June 3, 2020. The meeting will be held in the Hackberry Elementary S. D. #3 District Office, located at 9501 Nellie Dr., Kingman, Arizona. If authorized by a majority vote of the Governing Board of Hackberry Elementary S. D. #3, an Executive Session will be held immediately after the vote.

**SPECIAL BOARD MEETING AGENDA
Governing Board Conference Room
June 3, 2020 at 3:15 p.m.**

**THE AGENDA FOR THE MEETING IS AS FOLLOWS:
GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3
BY: _____**

Patricia Henry, Acting Superintendent

The Governing Board may consider any item on this agenda in any order and at any time during the meeting.

The Governing Board of the Hackberry Elementary School District #3 may, by motion, enter into executive session for discussion or evaluation of personnel, pursuant to A. R. S. § 38-431 (A)(3) or A. R. S. 38-4231.03(A)(4) for any items designated with an asterisk (*).

I. OPENING ITEMS

1. Call to Order:
2. Roll Call:
3. Pledge of Allegiance
4. Approval of Regular Board Meeting Minutes:
5. Community Communications (Call to the Public)

The board will listen to the comments from the public but will not respond except as permitted by A. R. S. 38-431.01(G). The Board may refer to the administration or request to have it plead on a future agenda. *If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be given to the Clerk of the Board prior to the meeting. The time limit rule, noted on the form, will be enforced.*

6. REPORTS

A. Administrator:

B. School Board Report:

C. Business Manager:

II. CONSENT AGENDA

1. (Any member of the Board may request that any item be pulled from the consent agenda and considered separately)

A. Accept/Ratify Payroll Voucher:

B. Accept/Ratify Expense Voucher:

III. NEW BUSINESS

1. Discussion and possible action re: Acceptance of voluntary resignation by Superintendent Warren. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
2. Discussion and possible action re: Appointment of Robert Varner as Interim Superintendent. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(1) for personnel matters. The Board may also vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
3. Discussion and possible action re: Approval of additional compensation for Acting Superintendent Henry. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(1) for personnel matters. The Board may also vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
4. Discussion and possible action re: Approval of Clyde Dangerfield, Esq. as an outside investigator. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
5. Discussion and possible action re: Approval of the following individuals to continue their employment with the District. 1) Brian Brown 2) Tony Tungka. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
6. Discussion and possible action re: Approval of an agreement with Megan Radcliffe to provide website support services to the District. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.
7. Discussion and possible action re: Approval of engagement agreement for financial and related services with Aaron Vix, C.P.A., C.F.E. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(1) for personnel matters. The Board may also vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A)(3) to get legal advice from its attorneys.

8. Discussion and possible action re: Approval of minutes from the special board meeting on May 14, 2020, and the May 19, 2020, regular board meeting. The Board may vote to discuss this matter in executive session pursuant to A.R.S. Sec. 38-431.03(A(3)) to get legal advice from its attorneys.

9. **Adjourn** (Discussion/Action):

Pursuant to the Americans with Disabilities Act (ADA), Hackberry Elementary School District #3 endeavors to ensure the accessibility of all of its programs, facilities, and services to all persons with disabilities. If you need accommodation for this meeting, please contact the school at 928-692-0013

Posted By

Time

Date

HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3
CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401

REGULAR BOARD MEETING AGENDA

Governing Board Conference Room

Friday, June 26, 2020 at 4:00 p.m.

THE AGENDA FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

BY: _____

Rob Varner, Acting Superintendent

The Governing Board may consider any item on this agenda in any order and at any time during the meeting.

The Governing Board of the Hackberry Elementary School District #3 may, by motion, enter into executive session for discussion or evaluation of personnel (s), pursuant to A.R.S. § 38-431 (A)(3) or A.R.S. 38-4231.03(A) (4) for any items designated with an asterisk. (*)

The agenda for the meeting is as follows:

I. OPENING ITEMS

1. The meeting was called to order by:
2. Roll Call:
3. Pledge of Allegiance:
4. Community Communications (call to the Public)

The board will listen to comments from the public but will not respond except as permitted by A.R.S. 38-431.01(G). The Board may refer to the administration or request to have it plead on a future agenda. *If members of the public wish to address Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be given to the Clerk of the Board prior to the meeting. The time limit rule, noted on the form will be enforced.*

5. SPECIAL MEETING

Motion to go into Special Meeting:

Second:

A. Budget Revision for SY 19/20-Aaron Vix

Public Comments:

Motion to Adjourn:

6. REPORTS

A. Acting Superintendent

B. School Board Report:

II. CONSENT AGENDA

Recommended Action: It is recommended that the Governing Board approve the items on the Consent Agenda.

A copy of the consent agenda is available at the school. All items listed will be considered as a unit by the Govern Board and will approve by one motion. There will not be a separate discussion of these items unless a Board member requests, in which case the item will be removed from the consent agenda and considered as a separate item.

Motion to Approve the Consent Agenda

Second:

Approval of June 3, 2020 Special Meeting

Ratify payroll vouchers: 21/2123, 23/2125, 22/2124, 2050, 2048, 2126, 2127, 25/1000, 26/1001, 27/1002, 1003.

Accept/ratify expense vouchers: 2049, 2051, 2052, 2054

Approval of Ratification of Routine Personnel items- Hiring/Transfers/Stipends/Extra Duty/Pay Changes

Cynthia Swenton- Secretary \$41670 (12 month employee)

Elsa Peters- Teacher \$51200 (includes Prop 301-011)

Alyssa Prince- Teacher \$57000 (includes Prop 301-011)

Taryn Strong- Teacher/Special Education \$55000 (includes Prop 301-011)

Patricia Henry- Teacher \$55000 (includes Prop 301-011)

Brian Brown- Maintenance Additional \$2/per hour (12 month employee)

Tony Tungka- Custodial Additional \$2/per hour (12 month employee)

Alex Mayo- Food Service Manager (Salary based on reimbursements-TBA)

Approval of Stipend for Patricia Henry for summer work as submitted

Note- Contracts to be approved at the next Board meeting

Approval of Resignations, Terminations, and Retirement

Karen Van Steen- Resignation

Joni Bullock- Resignation

Approval of District Bank Account Signatories

Rob Varner- Acting Superintendent

Aaron Vix- Acting Business Manager

Approval of BoardDocs LT

\$2700/year

Approval of Beyond Textbooks agreement

\$5170/year

Approval of E-Rate agreement

III. OLD BUSINESS -

None

IV. NEW BUSINESS

1. First reading of Adoption of the ASBA Policies
2. First Reading of the Governance Board Handbook
3. Approval of SY19/20 Budget Revision

4. Adjourn:



Ellen Kelly, ~~Governing~~ Board President


Date