

REGULAR BOARD MEETING MINUTES

Board Members Present: Mark Hopkins Bill Ryan Homer Hansen – Via Telephone Cliff Shipley Rachel Garza	Others Present: Kevin Davis, Tammy Hall, Shane Couch, Erin Bowlby, Amy Sanborn, Maria Guerrero, Kathy Shipley, Vicky Torres, HS FFA, HS Student Council, ES Student Council.
--	---

**AGENDA
December 5, 2023
6:00 PM**

I. Opening of Meeting

- A. Call to Order and Roll Call -**6:00pm by Mr. Ryan**
- B. Pledge of Allegiance - Mr. Ryan
- C. Invocation for the Governing Board - Mr. Ryan
- D. Swearing in of new Board Member – Mr. Ryan swears in Mr. Shipley
- E. Adoption of Agenda- **Ms. Garza made a motion to adopt the agenda second by Mr. Shipley. Motion carries all.**

Name	Aye	Nay	
Mark	X		
Homer	X		Via Phone
Bill	X		
Cliff	X		
Rachel	X		

- II. Call to the Public** Mr. Ryan asks if we have any call to the public. Mr. Davis states we do not.

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Governing Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, Arizona law permits Governing Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be placed on a future agenda. Persons desiring to address the Board must first be recognized by the Board President. Before speaking, the individual must state his/her name. Duration of comments may be limited by the Board President. Persons with specific problems or concerns regarding personnel are encouraged to utilize Governing Board Policy KEB, "Public Concerns and Complaints Against Personnel".

none

III. Presentations

- A. **High School FFA-** Colton, FFA Sentinel, and Wade, at large bishop. Colton stated last night they had their December meeting where the class was decorated for Christmas. Made snowflakes out of paper, decorated the Christmas Tree, put lights and ornaments on it, and then they made ugly Christmas cookies to pass out. Also had a couple of visitors, the state FFA president, Ashley Nobel, and the FFA state secretary, Eli Tipton, and then in November the FFA, Law Enforcement, and the Cheerleaders all walked in the Veterans Day Parade. Wade then stated that in November the green hands officers were elected, new green hand officer is Emiliano Chavez, Taten Cook, Paisley Adams, Aurora Figueroa, Mark Wilson, Nathan Riggs, Caleb Kirkendall, Makayla McClain and Brooke Brown. Looking forward to working with them and showing them the ropes. This Friday they will be bell ringing for the Salvation Army at Safeway. And then serve dinner at the dairy that night. They will end the semester with their annual skate trip. Hopes we enjoy the cookies and a Merry Christmas from the Willcox HS FFA.
- B. **High School Student Council-**Colton also reported for the High School student council asked if it was ok. Mr. Ryan stated it was not on the list but would give him a minute to do that. Colton thanks Mr. Ryan. Class of 2024 is approved to do Winter Formal and Powder Buff, and student council also had success with their worlds greatest chocolate fundraiser and ending it. And winter sports have gone off to a great season, Youth court has been doing well recently had a field trip to a court in Tucson, that was a lot of fun, publication is advertising for senior adds and that's all he had. Mr. Ryan then moves on to the ES school presentation.
- C. **Elementary Student Council** – Ty Allred greets Mr. Davis and school board and all attendees, introduces his fellow classmates and friends with him, that are all part of the student council. Students are Carson Gomez, Jayden Diaz, Amerie Ruiz, Ella Burger, and Elijah Parrish. Ty states that they are here to tell the board about some of the fun things going on for the first two quarters at the elementary. Classmate then challenges the school board with a riddle, "What has a lot of needles but can't sow"? Then moving on to presentation, had a bookfair to raise money for buying library books and other school materials and also a popcorn fundraiser, student council helped deliver the popcorn bags and will also be helping with other fundraising activities through the year, not to forget that student council also he picks up all the lunch menus and delivers them to the cafeteria, rain or shine the menus get delivered everyday by 8:30. During the first three months of school we had Thursday color day, each Thursday everyone at the school was encouraged to wear a certain color to help the kindergarten students remember their colors, also on Wednesdays we tried to wear our WE ARE WILLCOX shirts to show school spirit, at the end of each week our custodians select two rooms that have been kept the cleanest for the week, it is called our Golden Trash Can Award, classes receive some presents for everyone in the class. Thank you to Southwest Disposal for supporting this activity. Our classes also went to a variety of field trips like Tirrito Farms, Desert

museum, The U of A planetarium, and the Chiricahua national Monument. We have some additional trips planned for the new year to the International Wildlife Museum, Reid park Zoo, The Pima Air and Space Museum, The Children's Museum, as well as other walking trips around Willcox. Other activities each month are our quarterly PBIS assembly, students recognized for being safe, kind, and responsible, around campus. Some students also receive a prize for getting a cowkid coupon picked at the assembly. During the assembly Mrs. Allred usually leads us in a chant and we also have fun activities like relay races and musical chairs. Our classes participate in a program called "Character Strong" which helps us to remember character traits like courage, creativity, honesty, cooperation, and empathy. In October we celebrated Red Ribbon Week, the message during the week was to live drug free. We wore red ribbons and red tees and had various in classroom activities. Just last month kindergarten students celebrated Thanksgiving, with some lunch treats in the cafeteria, all four classes had a great time eating some yummy food. Thanks to the parents who volunteered and supported our activity. Speaking of food, we also had a special veterans day march along with a musical presentation by the fourth-grade choir. Thanks to our music teacher Mrs. Allred along with our staff, and the parents advisory committee for all your hard work preparing the events. And of course, thanks to all the veterans who attended, we thank you for your service. The reading program in the library, students can attend every morning before school starts to give them extra reading time. We also had a visit from The Mobile Science Lab, they set up five stations for students to learn about hydraulics with some cool hands on experience. They will be coming back for a second visit in February. The WHS Spirit Line at the WHS can come to our campus anytime. We also would like to thank the Lions Club for donating dictionaries to some students. In addition, staff also showed their support for World Diabetes Day by wearing their support squad diabetes awareness tees. The theme is we wear blue in solitary for awareness surrounding diabetes. And finally, we had several larger events during first and second quarter. One of these events was spirit week. Winners received a \$5 Dairy Queen gift card. Another great event was Goodies with Grandparents, thanks to our parent advisory group for organizing this terrific event. In September we had a district wide Willcox community fest for the entire community. Booths were set up by staff from all three campuses at the Middle School, it was an awesome event with lots of cool activities and hands on things to do. We would like to thank Mr. Davis and the school board members for all your support this year with our activities and events. Because there are so many people to thank, we would just like to say thank you to everyone who helped this year. Thank You! To conclude their presentation, they shared a short video showing some too of the fun activities that have been going on this year. Its about 8min long. Feel free to shout out when you see a familiar face. And the answer to our riddle "A Christmas Tree"! Thank you to everyone for supporting our school, and listening to us tonight. Mr. Davis then proceeds to play video.

IV. Administrative Reports / Summary of Current Events

- A. National Rural Schools Conference Report** – Mr. Davis reports he and Mr. White attended to the National Rural School's conference, well worth the time, learned a lot, did a lot of networking and talking to other rural school administrators and staff. There is really a lot going on in our state and across the nation with rural schools and we have a lot of representation with school leaders here in Arizona that are driving that. And it

was interesting to me Ty is just Ty here but back there he is a superstar. He knows everybody he talks to everybody and everybody knows him. It was interesting to watch.

- B. **School Report Cards** – Mr. Davis states and asks school principals present if they have anything to contribute please do that, because you know more than I do, Mr. Ryan you did some research, but the report cards came out couple weeks ago and there was a little bit of public input that I saw and I wanted to maybe clarify a few things about what the report cards really are and what the grades maybe mean and what they don't mean. But every state is required to prepare and A through F reporting system, it's a federal requirement. What they mean, is just like your report card A through F, but they have some definitions and I want to show you those of course, A is excellent and very few schools achieve that standard through out the state. B is highly performing, which high performance statewide assessments, significant student growth, high school graduation rate, moving students to proficiency at higher rates than others, our high school is rated a B School in the state. That's something to be proud of, a lot work has gone into that and is continuing to go on. C is performing, adequate performance, but needs improvement on some indicators such as proficiency growth or graduation rate. We have two schools that are C schools. That's not a bad thing, we are meeting standards or making improvements, we just need to continue to improve that so that we can move to a B. they have something called cut scores, which are what determines the grades. The elementary and middle school which are C schools, the middle school went from a D last year, to a C this year. A ton of improvement. And both the elementary and the middle school are just a couple of pints away from the B category. That is also good. We are having growth and our students are becoming more proficient and better with understanding the topics we are teaching. Testing is constantly changing, it's difficult to compare schools when testing is constantly changing. Overall, I feel like we are making improvements and continue to make that, especially with the additions of curriculum. Erin Bowlby then adds "I think one of the areas we don't get points on and we get hurt on is absenteeism, that subject is really tricky, because we have a lot of sickness going around still. And its really easy for kids to get to that 14 days in a school year. We don't get any points when we have a certain number of chronic numbers of absenteeism. That hurts us, and we are trying to figure out a way to help incentivize make it, hey you only missed 3 days yay, but it's a tricky one because of sickness, so that's one area we can easily get some points, if we can figure out a way to get to school healthy". Mr. Ryan adds I think we are doing a good job.

V. **Consent Agenda**

- A. [Approval of Minutes](#) – Consideration of approving the minutes of the Regular Meeting dated November 8, 2023 as noted in the board backup. Mr. Ryan asks for a motion to approve, Mr. Hopkins makes the motion to approve consent agenda, Mr. Shipley seconds. Mr. Ryan asks for any discussion, Ms. Garza then states she has a couple of questions, "The health aides that began in August of this year, what exactly does a health aide do? Are they teaching health structure"? Mr. Davis then clears up and states "No, they assist with students that have health requirements". Ms. Garza then asks her second question, "The english teacher, she's currently working right"? Mr. Davis "As a substitute". Ms. Garza repeats the answer "as a substitute, so she is in a training position type thing or"? Mr. Davis, "A little bit yes, but she was also used as a substitute,

just a substitute, but mostly in a training exercise so she's ready for the class" Ms. Garza "okay thank you".

B. [Ratification of Expense and Payroll Vouchers](#) – Consideration of approving the following expense and payroll vouchers as noted in the Board backup:

1. Expense – #2411 \$323,026.94; #2412 \$110,758.42; #2413 \$96,776.65
2. Payroll – #9 \$415,235.60; #10 \$643,365.04

C. [Personnel-](#)

1. Hiring-FY 2023-2024 – Consideration of approving the following hiring for FY 2023-2024, contingent upon approval of fingerprint background check/clearance card when required:

- a. Rebecca Bhasme – ASU Stem Grant, (additional hours) Effective 11/27/2023
- b. Loreleigh Wyatt - Substitute Teacher, Effective 11/15/2023.
- c. Alisa Nieto – Rehire from ESI, ES School Teacher, Effective 1/8/23.
- d. Lina Gomez, Hannah Cameron – Health Aides, effective, 8/14/2023.
- e. Calvin King – Assistant Golf Coach, effective 1/8/2024.
- f. Todd DeBaun – Assistant Girls Basketball Coach, effective 11/6/2023.
- g. Kent Shaver, Brandi Decerion, Blanca Arguello – Substitute Teachers, effective 11/6/2023.
- h. Brandi Decerion – HS English Teacher, effective 1/8/2024.
- i. Extra-duty List

2. Resignations–FY2023-2024 – Consideration of approving the following retirement.

- a. Carol Crockett – HS Teacher, effective 1/4/2024

E. [Donations](#) – Consideration of approving the donations as listed in the Board Backup.

Shailee Curtis – Interweave Solutions

F. [Sole Source](#)- The Board will consider approving the following vendor as Sole Source vendor for FY 2023-2024.

Suncor Underground
Arizona Interscholastic
American Tire Distributors
Arizona School Board Association
Cochise County School Office

Bling by Design

**Cliff Shipley made a motion to adopt the consent agenda. Second by Mark Hopkins.
Motion carries all.**

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

VI. New Business

- A. Classified Salaries – Consideration of approving the salary changes for Classified staff due to minimum wage increase for FY 2023-2024 as included in the board back up material, and becoming effective December 28, 2023

**Cliff Shipley made a motion to consider approving the salary changes for Classified staff due to minimum wage increase for FY 2023-2024, second by Mark Hopkins.
Motion carries all.**

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

- B. FY 2023-24 Classified and Certified Staff Schedules - Consideration of approving FY 2023-24 Classified and Certified Salary Schedules as included in the board back up detail.

Cliff Shipley made a motion to consider approving FY 2023-24 Classified and Certified Salary Schedules. Second by Rachel Garza. Motion carries all.

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer			Via Phone
Rachel	X		

- C. Election – Consideration of approving the November 7, 2023 election results as included in the board backup material, and as certified by Cochise County Elections Department.

Rachel Garza made a motion to approve the November 7, 2023 election results. Second by Cliff Shipley. Motion carries all.

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

- D. 2024-2025 Teaching Calendar – Consideration of approving the school year 2024-2025 teaching calendar as included in the board backup material.

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

- E. Teacher Resignation – Pursuant to A.R.S. 38-431.03 (A)(1), Personnel, the Board may vote to move into executive session to discuss the resignation and contract terms of Wendy Conger, High School Teacher. If the teacher requests that this discussion be held in open session it will be held during the action agenda portion of the agenda following **Bill Ryan motions to move to executive session, Cliff Shipley Second. Motion carries all.**

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

- F. Action on Teacher Resignation – Pursuant to A.R.S. 38-431.03 (A)(1) The Board may act on the personnel matters regarding Wendy Conger. **Mr. Hopkins motions to accept Wendy Congers resignation and asses as per contract \$1500.00 liquidated in damages for breaking that contract. Mr. Hansen seconds the Motion. Mr. Ryan calls to vote, motion carries all.**

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		

Homer	X		Via Phone
Rachel	X		

- G. Superintendent Evaluation – Pursuant to A.R.S. 38-431.03(A)(1), the Board may act on the Personnel matters regarding the Superintendent. **Mr. Ryan calls for a motion to award the full amount for performance pay. Mr. Shipley motions to award components for performance pay for Mr. Davis. Ms. Garza seconds the motion.**
Mr. Ryan calls to vote. Motion carries all. Motion passes.

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

- H. Future Meeting Dates – The Board may set additional meeting dates needed and discuss agenda items to be included in the future agendas and the next regular meeting is scheduled for **January 9, 2024 at 6pm.**

VII. Adjournment

Action to adjourn meeting -Bill Ryan made a motion to adjourn the meeting. First by Mark Hopkins, second by Rachel Garza. **Motion carries all.**

Name	Aye	Nay	
Mark	X		
Cliff	X		
Bill	X		
Homer	X		Via Phone
Rachel	X		

I certify that this Notice and Agenda was posted on line on the District website and at the following location(s): District Office Building – Front Display Box on

By: _____ Kevin Davis, Superintendent

DRAFT