

NOTICE

NOTICE OF THE REGULAR MEETING OF THE GOVERNING BOARD OF
COLORADO CITY UNIFIED SCHOOL DISTRICT #14
HELD AT EL CAPITAN, DISTANCE LEARNING ROOM
255 NORTH COTTONWOOD STREET
COLORADO CITY, ARIZONA

To be held: 6:00 P.M. Monday, June 13, 2016 Mountain Daylight Time

Pursuant to A.R.S. 38-431.02, notice is hereby given to the members of the District Staff and the General Public that the Governing Board of the Colorado City Unified School District #14 will hold a meeting open to the public on the above date, at the above address.

ONE OR MORE BOARD MEMBERS MAY BE ATTENDING BY TELEPHONE OR VIDEO CONFERENCE.

The Board may vote to hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to A.R.S. §38-431.03(A)(3).

AGENDA

1. Call to Order
2. Adoption of the Agenda
3. Informational Only Items
 - a. Cottonwood Renovation Progress Report
 - b. PTSA Financial Report
4. Public Comments
5. Consent Agenda
 - a. Ratification of Vouchers Signed Between Meetings, 1647-1650
 - b. Ratification of Maintenance and Operations Auxiliary Expense Checks
 - c. Approval of Governing Board Minutes
 1. May 9, 2016 Regular Meeting
 - April 11, 2016 Executive Session
6. Action Items
 - a. Consideration and Action Regarding Approval of 2015-16 Expenditure Budget Revision #3.
 - b. Consideration and Action Regarding Offering Classified Employees Retirement Benefits
 - c. Consideration and Action Regarding Accepting Health Insurance Coverage
 - d. Consideration and Action Regarding Approval of the 2016-17 Wages & Salaries
 - e. Consideration and Action Regarding Approval 2016-2017 Arizona Risk Retention Trust Proposal Acceptance Form

- f. Consideration and Action Regarding Approval of the Proposed 2016-17 Expenditure Budget
 - g. Consideration and Action Regarding Adoption of School Board Policies – Policy Advisories 548-551
 - h. Consideration and Action Regarding Out of State Travel for Private School
 - i. Consideration and Action High School Appeal of Performance Pay
 - j. Consideration and Action Regarding Capital Items
 - 1. Re-Roofing North Auditorium
 - 2. Install Bathroom in Modular West of North Auditorium
7. Reports
- a. Expenditure Budget
 - b. Fund Balances
 - c. Student Activities Report
8. Next Meeting: July 11, 2016

CONFIRMED
MINUTES OF THE REGULAR SESSION OF THE GOVERNING BOARD OF
COLORADO CITY UNIFIED SCHOOL DISTRICT #14
HELD AT ELCAPITAN CAMPUS DISTANT LEARNING ROOM
255 NORTH COTTONWOOD STREET
COLORADO CITY, ARIZONA

Held: 6:00 P.M. Monday, June 13, 2016 Mountain Daylight Time

Governing Board Members Present: Mr. Jared Hammon, President
Mr. Sam Zitting, Clerk
Mr. Roger Knudson, Member
Ms. Rebecca Barlow, (Telephonically)

Staff Present: Ms. Carol Timpson, Superintendent
Ms. Mary Timpson, Business Manager

AGENDA

1. Call to Order

Mr. Jared Hammon called the meeting to order at 6:15

2. Adoption of the Agenda

3. Informational Only Items

a. Cottonwood Renovation Progress Report

Ms. Carol addressed the Cottonwood Renovation. The roof should be replaced before June 30, and hoping to have the windows in by July 1. Mr. Hammon inquired about the contractors. Stout Roofing is doing the roof. Aaron Dockstader is the construction manager. The windows will be replaced and by fall the exterior will be done. By fall of 2017, it is expected that the kindergarten classrooms will be complete.

b. PTSA Financial Report

Smith Timpson presented the financial report. He stated that PTSA would like to see more community participation in the activities. Some of the activities they will sponsor is the fall dance, and hoops. They would like to add football camp. They have had a successful year. Ms. Shauna stated that she felt the Board should see the contribution the PTSA is making toward the school, and the direction they are heading. Ms. Carol said the District does not have a sports booster club and have asked the PTSA to act in that role.

4. Public Comments

5. Consent Agenda

- a. Ratification of Vouchers Signed Between Meetings, 1647-1650**
- b. Ratification of Maintenance and Operations Auxiliary Expense Checks**
- c. Approval of Governing Board Minutes**
 - 1. May 9, 2016 Regular Meeting**
April 11, 2016 Executive Session

Motion: Mr. Knudson motioned to approve agenda item 5 a through c as listed on the agenda. Mr. Zitting seconded. Vote: All in favor. Motion carried.

6. Action Items

- a. Consideration and Action Regarding Approval of 2015-16 Expenditure Budget Revision #3.**

Ms. Carol said that with Prop 123 passing, it created new funding for this year. The state is allowing the District until June 30 to revise the budget. However, the State transitioned the SAIS database to AzEDS. In the process,

the state lost the District Preschool counts. The State said to use the numbers the District has, and they will consider adjustments as needed, as they may not be 100% accurate. She feels confident this budget is positive. Mr. Hammon asked Ms. Mary if she feels good about the budget. She replied in the affirmative.

Motion: Mr. Zitting motioned to approve the 2015-16 expenditure budget revision 3. Mr. Knudson seconded. Vote: All in favor. Motion carried.

b. Consideration and Action Regarding Offering Classified Employees Retirement Benefits

Ms. Carol stated that this item had been brought to the Board at an earlier date, with the concern as to how to fund it. She wanted to re-address it with the Prop 123 passing and write a budget with it included, with Board approval. She said the next items, b, c and d all fall into the 2016-17 expenditure budget, asked if she could address all of them together. Mr. Hammon expressed approval.

c. Consideration and Action Regarding Accepting Health Insurance Coverage

The Health Insurance premium has been raised to 20% higher than last year. The District sent out RFP's and only one other insurance company bid other than BCBS, and they made a big, bold statement that they have the right to adjust the premium after doing a health analysis of the employees. Ms. Barlow had reviewed the policies with Ms. Carol and Ms. Mary. She said one of the companies was only for Maricopa County. She proposed staying with BCBS and capping the amount the district pays, then let the employee pay the rest of the premium.

BCBS has raised the premiums each year, and with a \$5000 deductible is a catastrophic plan. Mr. Knudson asked if these plans are all consistent with the Affordable Care Act. Ms. Carol said they are, and they cover preventative care, but not emergency care until the \$5000 deductible is met. Ms. Carol said there have been two years of penalties on the individual for not having insurance. The next penalty will be on the business. Mr. Knudson said the employees should be aware if the Affordable Care Act would be better insurance for them. Ms. Barlow said there are navigators in St. George that might have some information on the ACA. She suggested contacting them to get questions answered.

Mr. Hammon asked if the item can be postponed until this information was gathered. Ms. Carol stated that the renewal begins July 1, and can be canceled

later if a better plan is found. She said that if an employee goes to an exchange plan, the District could be penalized.

Mr. Zitting says his company outsources payroll so they can get better insurance, and wondered if the District should outsource payroll. He will set up a contact with the District to see if that would work. Mr. Hammon asked what the Board wants to set the cap amount. Ms. Carol said the District budgeted at \$500.

Motion: Ms. Barlow motioned to continue with BCBS plan in place now and offer the 5000 and the 2600 deductible, with the District capping the contribution at \$500 per employee and the employee picking up their portion of it, until we can find this other information out. And if we find out the other information is not as good, we will stick with this one. Mr. Hammon seconded. Vote: All in favor. Motion carried.

d. Consideration and Action Regarding Approval of the 2016-17 Wages & Salaries

Ms. Carol referred to the budget analysis document in the Board packet. Based on the document, Scenario 1 is no change. Scenario 2 would increase Certified by \$2000 and classified by 5%. The classified has asked the board to consider retirement benefits for them. ASRS is a mandated 11.47% contribution from the District and employee. There is a vendor who will offer a cafeteria plan 403(b), which allows the District to set the amount to contribute. The employee can choose how much to contribute. Ms. Carol stated that the District is recommending scenario 5.

She said the budget is written with scenario 5; which is increasing certified \$2000, increasing classified 2%, and do classified retirement through a 403(b) with a 3% matching contribution.

She then explained the capital analysis. It gives \$300,000 to capital annually. The state is going to current year funding; it will fluctuate according to student count. Each year, startup costs are about \$100,000. An emergency fund is included. The capital projects are: Repair the fire lane, and the gym floor. The CTE Grant will put \$25,000 toward Auto Shop and Welding. \$10,000 will go to Agriculture. The remaining amount from this year's grant went to Construction/Trades. M&O will need to cover the cost for tools for bus maintenance, and garage doors, etc. Stouts Roofing looked and the North Auditorium. They recommend repairing it and it will last another 5 years. Then put a metal roof on.

Ms. Barlow stated that a 2% increase is pretty small for classified employees. She asked if they have a choice whether to take the increase or retirement benefit. Ms. Carol said the 403(b) is voluntary, so from an administrative point, the staff should be able to choose. Mr. Zitting asked how this fits into the District pay scale. Ms. Carol said the increases are based on state increases, not the pay scale.

When the state cut funds, the District froze the wages. The Prop 123 was established to create a more stable funding. She would like to create a better pay scale next year and see if the District can keep it.

Ms. Barlow asked if Alex, Charles and Virginia go with the 2% increase as well as the rest of the classified staff. Ms. Carol said when they graduate, the District puts them on a contract, and pro-rate it. Ms. Carol asked if the Board wants to include the administration in the certified category. The Board can decide which scenario they want. Ms. Barlow said the teachers in training should be in a different category than the regular hourly staff. She suggested making a sub-category for them. Ms. Carol stated that if they are put in a teacher category, they lose the incentive to complete their certification. Ms. Barlow wants the staff to be able to choose between retirement and 2% wage increase. Mr. Zitting pointed out that the staff would have more incentive to stay employed longer if the funds were going into a retirement plan vs. wage increase that may not happen each year. Mr. Hammon supported the retirement plan vs. the wage increase.

Motion: Mr. Hammon motioned to adopt scenario 5 as written in the packet with the caveat to allow Carol to set wages for teachers in training; additionally that the money will go into a retirement system rather than wages. Mr. Zitting seconded. Vote: All in favor. Motion carried.

e. Consideration and Action Regarding Approval 2016-2017 Arizona Risk Retention Trust Proposal Acceptance Form

Ms. Carol presented the Arizona Risk Retention Trust annual proposal. The District qualified for the 5%. The premium is \$50,000 since we don't have pre-paid legal. Lorin Zitting is the District's Risk Analyst. The Trade Center has been added to the coverage. Mr. Knudson asked if the premium includes access to an attorney. He stated that to document shows that it would be \$2997.00 to add pre-paid legal. Mr. Zitting said the District should add it. Ms. Carol agreed.

Motion: Mr. Knudson motioned to approve item 6 e regarding approval of the 2016-2017 Arizona Risk Retention Trust Proposal Acceptance Form and we add the pre-paid legal services indemnity for \$2997. Ms. Barlow seconded. Vote: All in favor. Motion carried.

f. Consideration and Action Regarding Approval of the Proposed 2016-17 Expenditure Budget

Ms. Carol said the District is going to current year funding this year. A rough estimate shows around 45 students not coming back. However, last year new

enrollment brought growth monies. The District will be losing their \$200,000 small school adjustment this year because its high school counts exceeded 100 students. Mr. Knudson informed the Board that No Child Left Behind (NCLB) is being replaced with Every Student Succeeds Act (ESSA). He asked how that is going to affect the District. Ms. Carol explained that the NCLB required 100% of students to pass state testing by 2014. When 2014 came and schools were unable to meet that target, they had to issue waivers to keep the program intact. This new legislation claims to be giving more power back to the states to determine what makes a strong school. Mr. Knudson said ASBA will have more information at the law conference regarding this new program.

Motion: Mr. Hammon motioned to approve the 2016-17 expenditure budget. Mr. Knudson seconded. Vote: All in favor. Motion carried.

g. Consideration and Action Regarding Adoption of School Board Policies – Policy Advisories 548-551

Motion: Mr. Hammon motioned to adopt the School Board Policy Advisories 548-551. Mr. Knudson seconded. Vote: All in favor. Motion carried.

h. Consideration and Action Regarding Out of State Travel for Private School

Ms. Mary said the Private School is requesting to send two teachers to a workshop in Santa Barbara CA in July. The funds will come out of next year's allocation but they need to get registered now.

Motion: Mr. Knudson motioned to approve item 6 h regarding Out of State Travel for Private School for The Learning and the Brain Conference for 2017. Mr. Hammon seconded. Vote: Ms. Barlow voted yea. Mr. Zitting voted in the negative. Motion carried.

i. Consideration and Action High School Appeal of Performance Pay

Ms. Carol said that the Performance Pay Plan puts all the High School Teachers responsible for teaching reading and writing. All the scores were based on the English grade. Mr. Tom has written an appeal letter and wants the Board to allow them to use last year's criteria so they could qualify for the full pay. With the current plan they qualify for \$1050 of \$1500. The scores do not reflect the efforts of the teachers. The District is working with a new high school English teacher. He needs another year to get his program established. Mr. Zitting expressed concern that if the test scores don't matter, the students and teachers won't try to push for the higher score. He feels that this may let the teachers off the hook and will not solve the problem. Mr. Tom asked the Board to consider that this is a

transition year with students coming out of the transition class far below their grade level. In order to retain the students, the teachers have to do their best to get them out of transition and into mainstream classroom. The test scores suffer because of these students. He stated that we are dealing with a high ratio of homeschooled or unschooled children. This is not typical and we hope to move out of this transition period. We don't want to let the teacher off the hook; we just want to balance this with transition.

Mr. Zitting would like to see the test scores. Ms. Carol said the scores are lumped together and not by individual teacher. She said this is only for this year, if they have not changed it next year, they will not make the same appeal. Mr. Zitting disagrees with the overall concept of waiving it.

Mr. Hammon asked if there is still a transition class. He was informed that there are other programs in place to assist the transition students. He asked if the teachers can get the students up to grade level in one year. Mr. Tom said no, the students are too far behind, and the teachers can only try to establish better systems to handle the issues.

Ms. Barlow asked if the scores could be based on student gain instead of Meets or Exceeds. Ms. Carol said the iReady test shows what gains are made and the performance pay plan is written to count as passing any student who made one year's growth. Mr. Knudson asked who established the criteria and what the difference is between the 2014-15 and the 2015-16 criteria. Ms. Carol said the District established the criteria, and the 2014-15 criteria is based on iReady test scores. The 2015-16 scores are .8 on iReady and .2 on AzMERIT.

Mr. Knudson asked if the District has the authority to change the Prop 301 plan. Ms. Carol said the Board approved the plan and the teachers have the right to appeal if they feel it is not fair. Mr. Knudson read the following: "The tradeoff inherent in Proposition 301 for schools was more resources in exchange for more accountability for student performance." He stated that Prop 301 was established for a purpose and we should not lose sight of the intent of it.

Ms. Barlow wants the message to be given to the teachers that they are appreciated and not penalize them. Mr. Knudson agrees but does not want this appeal to be the norm and come back every year. Ms. Carol stated that the evaluation method for Prop 301 is effective in that it reflects low performance from teachers. However, this one set of criteria is affecting the entire high school staff and she does not feel this reflects the efforts of the work done in the classroom. She said this will not be the norm. Mr. Knudson pointed out that these funds may be phasing out in several years.

Motion: Ms. Barlow motioned to approve the appeal for the performance pay for this year only with the caveat that Carol and Shauna will put some different processes in place so this will not occur again. Mr. Knudson seconded. Vote: All in favor. Motion carried.

j. Consideration and Action Regarding Capital Items

- 1. Re-Roofing North Auditorium**
- 2. Install Bathroom in Modular West of North Auditorium**

Ms. Carol stated that Mr. Zitting and Mr. Dutson had walked through the North Auditorium. Aaron Dockstader brought a roofing person out. He said the roof is good for another five years with repairs for \$750. He recommends doing a metal roof after five years. Aaron will get a quote for it. Ms. Carol proposed turning the modular into the music room. Hildale City will trench in a sewer line for \$2125 for a bathroom. Aaron thought \$7500 would put in a bathroom. Ms. Carol wants the North Auditorium for a Board Room.

Motion: Mr. Zitting motioned to approve the roof patch on the North Auditorium and new bathroom for the Modular west of it and the sewer connection by the city. Mr. Knudson seconded. Vote: All in favor. Motion carried.

- 7. Reports**
 - a. Expenditure Budget**
 - b. Fund Balances**
 - c. Student Activities Report**

- 8. Next Meeting: July 11, 2016**

Mr. Hammon adjourned the meeting at 8:00 PM.