

## Draft

Apache Elementary School  
10488 N Skeleton Canyon Rd  
Douglas, AZ 85607

### Regular Meeting Minutes Of March 7, 2017 The Governing Board, Apache Elementary School

The **March 7, 2017 Regular Board Meeting** was held at Apache Elementary School at 5:30pm. Representing the school district was Head Teacher-Palma Hudson, Business Manager-Tamara Winkler, and Teacher Assistant/Board Secretary - Tanya Guilliam.

#### **I. PRELIMINARY MATTERS**

**A. Call to order:** William Grossman called the March 7, 2017 Regular Board Meeting to order at 5:30 pm.

**B. Pledge of Allegiance:** William Grossman led the Board Members in the Pledge of Allegiance.

**C. Roll call:** Present were William Grossman-Board President, Bill Kimble-Member and Michael Wood-Clerk

**D. Agenda Adoption:** Michael Wood made a motion to approve the agenda as presented. This motion was seconded by Bill Kimble, a vote was held and the motion passed.

**E. Approval of Minutes:** February 14, 2017 and February 24, 2017 –Bill Kimble motioned to approve and Michael Wood seconded-motion passed

**F. Report of Board President:** See attached

#### **II. CONSENT AGENDA**

**A. Payroll Voucher:** Payroll Vouchers 16 & 17 were ratified and signed by the Board.

**B. Expense Voucher:** Expense Voucher 1713 &1714 was ratified and signed by the Board.

**C. Verification of Treasurers Deposit:** Treasurer's Deposits 111450, 111548, and 11739 were verified and initialed by the Board.

#### **III. DISCUSSION/ACTION ITEMS**

##### **A. Second Reading for the following policies:**

- Policy JR-EA-Student records- District office (location) Head teacher (custodian)-Approve as written

- Policy JEB-Entrance Age Requirements-Remove preschool section-Approve as written
- Policy GCD-Professional Staff Vacations and Holidays-Remove vacation section-Approve as written
- Policy GCQF-Discipline, Suspension and Dismissal of Professional Staff Members-Leave both options A & B for case by case option
- Policy JK-ED Student Discipline-Delete until completed-
- Policy GCO- Evaluation of Professional Staff Members- Incorporate attachment 1 &2 as written
- Policy JKE- Expulsion of Students-Leave both options A & B for case by case option

Michael Wood made a motion to approve the second reading of policies, Bill Kimble seconded motion passed

#### **B. Second reading for following policy advisories-**

- Policy Advisory #500...Policy BE -School Board Meetings
- Policy Advisory #502...Policy JL- Student Wellness
- Policy Advisory #504...Policy BCB-Board Member Conflict of Interest
- Policy Advisory #505...Policy BDB-Board Officers
- Policy Advisory #507...Policy BEDBA- Agenda Preparation and Dissemination
- Policy Advisory #508...Policy ECB- Building and Grounds Maintenance
- Policy Advisory #509...Policy GDF-Support Staff Hiring
- Policy Advisory #510...Policy GDFA-Support Staff Qualifications and Requirements
- Policy Advisory #516...Policy JQ-Student Fees, Fines and Charges
- Policy Advisory #518...Policy KF-EA-Community Use of School Facilities
- Policy Advisory #523...Policy FCB-Retirement of Facilities-**Deleted**
- Policy Advisory #524...Policy GBI- Staff Participation in Political Activities
- Policy Advisory #525...Policy GDQA-Support Staff Reduction in Force
- Policy Advisory #526...Policy IKE-RB-Promotion and Retention of Students
- Policy Advisory #536...Policy BEC-Executive Sessions/Open Meetings
- Policy Advisory #537...Policy BEDA-Notification of Board Meetings
- Policy Advisory #538...Policy BEDH-Public Participation at Board Meetings
- Policy Advisory #539...Policy EBBB-E-Accident Reports
- Policy Advisory #540...Policy GBEB-R-Staff Conduct
- Policy Advisory #541...Policy GCCC-ED-Professional/Support Staff Leaves of Absent w/o pay
- Policy Advisory #542...Policy GCQF-Discipline, Suspension & Dismissal of Professional Staff
- Policy Advisory #543...Policy IKE-Promotion and Retention of Students
- Policy Advisory #547...Policy KDB-R-Public Right to Know/Freedom of Information
- Policy Advisory #548...Policy BDF-Advisory Committees
- Policy Advisory #550...Policy JLDB-EA,EB,EC,ED-Restraint and Seclusion
- Policy Advisory #551...Policy KF-Community Use of School Facilities

- Policy Advisory #552...Policy EBAA-Reporting of Hazards Warning System
- Policy Advisory #554...Policy IKE-RB-Promotion and Retention of Students
- Policy Advisory #556...Policy JC-School Attendance Areas
- Policy Advisory #557...Policy JFABD-Admission of Homeless Students
- Policy Advisory #558...Policy JFB-Open Enrollment-Review
- Policy Advisory #559...Policy JICI-Weapons in School
- Policy Advisory #561...Policy JL-RA-Student Wellness
- Policy Advisory #562...Policy JLCD-Medicines/Administering Medicines to Students
- Policy Advisory #563...Policy JRR-Student Survey
- Policy Advisory #564...Policy KB-Parental Involvement in Education
- Policy Advisory #566...Policy LC-Relations with Education Research Agencies

Michael Wood made a motion to approve the second reading of policy advisories, Bill Kimble seconded motion passed

### **C. Adopt 2017- 2018 Apache School Calendar**

Michael Wood made a motion to approve the 2017-2018 school calendar Bill Kimble seconded motion passed

### **D. Contracts and Notice of Employment for current Apache School Employees for FY2017-2018 school year**

- Palma Hudson-Head Teacher (certified)
- Tamara Winkler-Business Manager (classified)
- Tanya Guilliam-Teacher Assistant (classified)

Bill Kimble made a motion, no second

See attached discussion

## **IV. Reports/Discussion Items**

### **A. Reports**

- **Head Teacher Report:** Mrs. Hudson reported-
  - Haven't heard anything from Kaylee at the Trust in regards to fuel tank or teacherage
  - Prepaid legal everytime it is used we get charged, which could result in higher prepaid legal costs next year.
  - Sent in water sample to test for lead
  - Apache flyer- board secretary doing labels
  - Field trip to Coronado Farms and Willcox Sale Barn went well
  - Field trip- March 27 to Portal library

- Bookmobile no longer running
- Karl Uterhardt (Superintendent of Cochise Elementary) will be doing evaluation on Thursday
- Spring Break March 13-17

- **Enrollment Report:** 2 students
- **Business Office Report** – Mrs. Winkler reported on District budget and cash balances in February. In the Maintenance & Operations Fund February expenditures were \$9,693.43 and revenue received was \$9,706.16. The M&O cash balance was \$38,017.79. The remaining budget balance in this fund is \$104,785.13. The total revenue across all funds is \$12,845.40. There are currently no shortfalls in budget or cash.

**V. Public Comment**

- **Alicia Davidson-** Spoke on Vietnam Wall in Bisbee on Memorial Day. Some of the proceeds from the miniature horse carriage rides that DD Gamble will be giving on this day will be given to Apache.
- **Tom Davidson-** See Attached
- **Ed Ashurst-** He personally doesn't want school to close. Nothing board is doing is illegal and they will not be sued, so bring it on. He commended the board members for coming into this “snake pit” every month and try and make sense of this situation.

**Special Board Meeting .....March 28, 2017 at 3:00pm**

**Next regular board meeting.....April 11, 2017 at 5:30pm**

**Adjournment:** Michael Wood motion, Bill Kimble seconded. **Meeting adjourned at 6:32pm**

Board Member \_\_\_\_\_ Date \_\_\_\_\_

Member \_\_\_\_\_ Date \_\_\_\_\_

Member \_\_\_\_\_ Date \_\_\_\_\_

## Presidents Report

Thank you all for coming hopefully more of the community will start coming. Since I was elected on Apache School Board I have began asking a lot of questions and found out this school is on the edge of being shut down.

I love being part of this community and have been for over 20 years. Apache School has been here for over 100 years and has been the pride of this community and what has kept this school going is the community working together and was united, is now very divided. A house divided cannot stand. I know as a whole we can come together, but only by bringing honesty and integrity to the table. Leaving all emotional and self serving issues out of the way. Because our main focus has to be on the children. United we stand divided we fall we need to honor and respect each other's opinion and not hold our own opinion above anyone else's. This school board took an oath to up hold the constitution that means we are servants here. We the people that means we are the servants of all of you, the public the citizens.

We also say the Pledge of Allegiance to the republic for which it stands one nation under god indivisible with liberty and justice for all. This means for all we the people. People from all over are talking about Apache School wondering how it's possible that it is still open. I have spoken to authorities who have power over this school. They tell me we can stay open, they want Apache School to succeed, but there will have to be positive changes made. I am very thankful for the two children that are here, because without them there would be no school. I have a suggestion we can start a survey to see what the public's concerns are and write them down. Board can look at them this would allow us to do the job we were elected to do, serving the community, focusing on our main priority on our children. The board's goal here is to serve you, listen to every concern, and through unity and the community we can make this a great school again in the eyes of all who see, and where parents want to send their children. We need to remember our main goal is to give our children an environment where they desire to learn and become great citizens and leaders of the next generation.

And another thing if I offended anyone or did anything to anyone here I apologize. I have nothing against anybody. I was elected to serve here, I didn't ask to I was elected to serve here. I just put my name in the hat. I have no ill will against anyone I want this school to survive. There are rumors about me wanting to shut it down, and that I have a personal agenda, and I do not have one. And that is the truth.

## Discussion on Contracts

Billy- Contracts, every decision, like I said. I have talked to a lot of people and things have to change. If we do the contracts like they are nothing is going to change, and we have got to change if we want this school to survive, or there will be no jobs or contracts here. So my idea is you know all the decisions we make need to be for the children not for the school, not for anyone else but the children. That's our main thing that we are looking at, and every decision we make has to be about them. We can change the Head Teacher position to Teacher and hire a Superintendent. We can do it and not change the budget. I have looked I have asked and there are people who will do it. Without changing the budget we can do this. I have already looked into it. That way the teacher can devote all their time to the children everyone will have their own job. Everyone will have their own job more time can be devoted to the children that would make this school a lot better. Well that's one. Also the business manager Tamara Winkler everyone I have talked to says she has done a really good job here we need a business manager here. I say we don't have to have these contracts done until July 1<sup>st</sup>, so we can as far as I am concerned Tamara's is good. She has helped this school. So I want to table Palma Hudson head teacher and Tanya Guilliam teacher assistant for now. Tamara Winkler I have no problem right now renewing her contract as it's wrote.

Bill K- Last month you had a problem with how many people we had in the classroom, now you want to add another administrator.

Billy- We do it without affecting the budget.

Bill K- I'm not talking about the budget. I'm saying you're wanting to hire a level of administration.

Billy- Yes

Bill K- Why? We don't need it.

Billy- Well we need to make some changes wether you want to leave it and allow Apache School to crumble. That's what's going to happen.

Bill K- We can operate for two years according to business manager.

Billy- Well I believe we can have a Superintendent there are people who will do it.

Bill K- But they won't be on site and if something happens where you going to go find that person?

Billy- I'm not talking about not giving the teacher's aide a contract

Bill K- Your talking about a superintendent position, administrator that you're going to call a superintendent. If there not here where does someone go their not going to be like calling 911.

Billy- Bill they split Superintendent all the time

Bill K- I understand that but you're not going to just pick up the phone and get a hold of that person when you need something all of a sudden because it's not 911. You are going to have to wait until you get a hold of this person who is not here.

Billy- I don't believe that's a problem

Bill K- When their 50 miles away

Billy- So what does Superintendent going to have to do right now on the spot?

Bill K- I don't know what comes up

Billy- I think they can hold phone for a little while.

Bill K- If they're not at phone (interrupted by Billy)

Billy- This is legal to do

Bill K- I'm not saying its illegal. I'm saying it's unnecessary.

Billy- Well if we are going to change this around here what are we going to do leave it alone?

Bill K- No one has said we are in financial trouble.

Billy- Not financially

Bill K- Well what's the trouble that's the only trouble everything else is performing ok (interrupted by Billy)

Billy- Well

Bill K- Everyone has satisfactory evaluations (interrupted by Billy)

Billy- No as far as the head teacher on administration duties has not been evaluated by board as far as I know.

Bill K- We are not the evaluator (interrupted by Billy)

Billy- Yes we are Bill look at the policy.

Bill K- I don't want to get into an argument

Billy- I am not arguing. I'm just saying we need to evaluate, that is one of the main duties of the board except Apache I guess, but all the other boards they do.

Palma- I do have one evaluation as a Superintendent, from a couple years ago and it was exemplary

Billy- Yes, but we can evaluate the administration, chief admin anytime contracts are up. So I would like to evaluate that chief administrator.

Palma- Ok-So you know I have never been called in by the board (interrupted by Billy)

Billy- Ok Mike do you have anything?

Mike- Well I can see where that's a possibility to attract more students because it gives them more lead way. I can see the problem of having a head teacher, and I can see the problem with superintendent if we are worried about this school closing we do need to take steps. Just because we have two students this year, but what if we have one next year. Look how close we were to closing last time, what are we going to do to attract more students.

Billy- Well Mike

Mike- That's my opinion

Billy- I say we have a special meeting so we can evaluate chief administrator here we can talk about. I would like Tamara Winkler to be here, so I can understand the budget better. I think it's our job to understand the budget and have a special meeting and talk about it. And evaluate the chief administrator of school.

Mike- We'll we need to go as far as going the route. What it would cost to get a Superintendent here. How long they would be here or anything like that.

Billy- I have already found out, but I would like to have a special meeting. I would present all this to everyone.

Mike- I don't have a problem having a meeting to discuss it, I think that is our goal is to look for option.

Billy- If we want this school district to stay alive we need to change it

Bill K- We don't need an administration level we are just putting someone on that isn't on sight.

Billy- That is your opinion Bill and that's fine, but I would like to look at and we can vote on it.

Bill K- What kind of change are you looking for?

Billy- We can have a special meeting and discuss it.

Bill K- Well that's my question. Well what's your vision out there in front what is your vision?

Billy- My vision is for this school not to shut down and have a good place for the children to come. Parents everywhere want to bring their children here.

Bill K- We are already rated an "A" school

Billy- I fine rating is fine. Bill I don't know how many people I know a lot of people that have been punching cows all their lives and their the sorriest cowboys that's ever been around. It doesn't matter.

Bill K- We are not talking cowboys.

Billy- Well I am I am using that example. Do with it want you want.

Mike- Well I don't see any problem with a meeting it has to be open for discussion for everyone's aspects. We can't just be you know this way or that way. But we need to get a lot of information together on that.

Billy- Ok I have a lot of information together on that.

Mike- I don't have a problem with it not at all.

Bill K –What the meeting?

Mike- To have a special meeting to discuss this.

Bill K- We can have a special meeting I don't know where it's going to go.

Billy- Well that is the boards job every other school does that they evaluate the chief administrator, superintendent whichever one you want to call it

Bill K- Again I tell you we are not qualified to evaluate her.

Billy- Yes, we are not the teacher the chief administrator. Yes we are it is our job. Well I asked the school lawyer.

Bill K- That's like a straw pull because that's a personal opinion it's not going to hold any water not in a suit of law. You can get sued.

Billy- You can't get sued for doing your job.

Bill K- Yes, you can.

Billy- If you do it honestly like it says, like it says we have back up.

Bill K- And you can still have liability

Billy- Ok well I would like to have a special meeting to discuss all this. So do we vote on having a special meeting or do we just call for one?

Bill K- You can call a special meeting anytime you want.

Billy- Ok well when can everyone come?

Palma- Can't we just do it at the next board meeting?

Billy- Well everything July 1<sup>st</sup> will come before we know it things happen fast. So if we get the ball bouncing now we can get it done before then.

Palma- And who will be at this special board meeting?

Billy- Whoever wants to come I guess I am going to ask for what do you call it executive session.

Mike- If we are just looking for discussing we should just keep it open to everybody we can do it on. We got to get the information together look through it, I mean if we want to have a special meeting that's fine but should keep it open.

Billy- Ok, but at the evaluation

Mike- Right

Billy- I have the papers for the evaluation we can make copies of them here you guys can fill it out and when we come back to the meeting we will have it all filled out.

Mike- So we are looking at getting evaluation sheets and have them for special meeting.

Billy- Yes and then on the special meeting here we need to well ok at that special meeting we will have to have this put on there. I have it all wrote down here what we need to put it's evaluate. It's all wrote down here (mumbling)

Bill- Before you go to special meeting part we still got item D to take action. I make a motion that we re-offer the staff contracts since there are no deficiencies re-offer them their contracts and intension to rehire.

Mike- So which one are we on

Bill K- Item D down at the bottom contracts and notice of employment for current employees 2017-2018

Billy- So you are making a motion to do contracts right now?

Bill K- No to notify them of intent to rehire if they accept it, it's a contract and notice of employment for current employees that's my motion.

Billy- Ok I believe we outta wait we are still discussing. I believe we otta wait until we come to that special meeting and discuss a couple things. I mean that's what I said we have to look at everyone's ideas to make this school better. Well it

may be perfect to you, but there are people that have problems.

Mike- Now when we say contracts we are just saying contracts in general, but we are not saying what contracts until we have the special meeting.

Bill K- You have three people there and I have a motion on the floor.

Billy- Well we haven't finished discussing.

Bill K- A notice that we intend to rehire the three employees.

Billy- We are still discussing.

Mike- So I am a little confused we intend on offering contracts yes.

Bill K- To these three employees

Mike- We just don't know what contracts it makes sense ok.

Bill K- They are listed there head teacher, business manager, and teacher assistant

Billy- Well the contracts are already written well the ones they had last year um I say we hold off until we have this special meeting.

Bill K- But I still have a motion on the floor it needs a second or needs to die for lack of a second.

Mike- I am not ready to make a decision on this because you guys are trying to fill my head with stuff that I am not sure on now so umm

Billy- Ok D Contracts and Notice of Employment for current Apache employees for 2017-2018 school year all in favor say "Y"

Bill K- You don't have a second

Mike – I second

Billy- All oppose say "Nay" motion fails

Bill K- You can't have a vote on it because there was no second.

Palma- Yes, Mike just seconded it he said yes I seconded it

Mike- No I said I didn't seconded it

Palma –You said didn't?

Mike- It's on the tape, I said I can't right now

Palma- Ya, I heard that I'm writing notes sorry.

- A. Approach the table as I wish my comments to be completely clear for the record.
- B. I would like a written copy of this to be included in the official minutes of this meeting.
- C. In late January 2017, I received a phone call from the board president, Mr. Grossman, in which he stated that the head teacher was out of control and that there was no chain of command to control the teacher. Mr. Grossman, please refer to A.R.S. 15-341 para A. subparagraph 15. Provide that, if a parent or legal guardian chooses not to accept a decision of the teacher as provided in section paragraph 42 of this subsection, the parent or legal guardian may request in writing that the governing board review the teacher's decision. This paragraph shall not be construed to release school districts from any liability relating to a child's promotion or retention.
- D. Old time residents such as Guy Miller, ~~Ed Ahurst~~, the Krentz Family, the Kimball Family, the Schutis Family, the Grossman, and many others have had the fantastic opportunity to send their children to the Apache Elementary School where the children have had an excellent education.
- E. My question to the board is why do you want to close the Apache Elementary School and merge it with the Douglas School District or turn our district into a transportation district and thereby deny our new generation of the same education benefits that your children have received.
- F. Instead of fighting and the ensuing rancor to close the school, we should be celebrating our school and its history and have it placed on the register of national historic places. After all, the Apache school district has been in existence since 1910.
- G. I have heard people professing their Christian faith both during the board meetings I have attended and also at a board workshop. I would like to remind those Christians of two biblical verses: Romans 12:19 and Deuteronomy 32:35 "Vengeance is mine; I will repay, saith the Lord."
- H. Respectfully submitted orally and in writing

Thomas S. Davidson II  
Apache School District Registered Voter  
Chief Warrant Officer 4  
United States Army (Retired)