

Regular Meeting Minutes

November 18th 2022

At 9:00 am

Topock Elementary School

5083 Tule Drive Golden Shores, AZ 86436

Pursuant to A.R.S. 38-431.02, notice is hereby given to the members of the Topock Elementary School District # 12 Governing Board and to the general public that the above-mentioned Governing School Board will hold a meeting open to the public on November 18th at 9:00am at Topock Elementary School, 5083 Tule Drive, Topock, Arizona. The Governing Board may vote to enter into executive session, which will not be open to the public, with regard to any item on this agenda pursuant to A.R.S. 38-431.03.A.1 relating to personnel decisions, Section 38-431.03.A.2 relating to discussion of records exempt by law from public inspection (such as student records), Section 38-431.03.A.3 for legal advice from the District's legal counsel, and/or Section 38-431.03.A.4 to consider the District's position in any pending or contemplated litigation.

Type of Meeting: Governing School Board

- Call to order with the Pledge of Allegiance @ 9:03 am.
- Call to the Public Card must be turned into the Superintendent before meeting starts. There will be a three (3) minutes time limit. At this time, the Board President will call for comments from members of the public **on agenda items only**. Because of restrictions imposed by A.R.S. § 38-431.01, discussion and action on items brought before the Board during this time will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.

AGENDA

Consent Agenda- Routine Orders of Business

1. **Approval of minutes from 10/13/2022**
 2. **AP# 1013, 1015, 1016, 1017, 1019, 1020**
Payroll# 2309, 2310, 2311
 3. **Hire Alexis Stockman as part time sub/aide**
 4. **Approve pay increase to P. Gulley and T. Armantrout retroactive for SY 22/23**
 5. **Approve board secretary stipend retroactive for SY 22/23**
- T. Daughtery- I'd like to pull items three, four, and five to comply with Attorney General.**
- **Approval of consent agenda- D. Spiegel makes a motion to approve items one and two. Second by J. Gardner. All in favor.**

Item #3

T. Daughtery- Who is Alexis Stockman?

Superintendent- The lady who has been volunteering here. She has two daughters here. She's been volunteering when we have some people out sick etc. And somebody told me that she goes What's the next step and they said you need to get your fingerprint clearance card. Well we pay for those there like 70 bucks and she went and got it on her own. So, she's been here volunteering and may potentially be interested in being a bus driver. \$15 bucks an hour as substitute aid. Part time substitute aide.

- T. Daughtery makes a motion to approve Alexis Stockman as a part time sub/aide at \$15 an hour. Second by D. Spiegel. All in favor.

Item #4

T. Daughtery- This is in the minutes you're telling us?

Superintendent- They are going to be in the minutes. I'm going to provide you all the information.

T. Daughtery- Alright. How much are they worth?

Superintendent- Peggy Gully is 60 something years old with about 40 Something years' experience. So what she's worth here, let me let me share with the board why I'm making this recommendation. This is her last year and so she goes out there retirements impacted by it, et cetera. She has done a phenomenal job. And so financially. We, at one point in time that preschool was run strictly on the tobacco tax funding. And we basically just broke even with it. Subsequently, since the pandemic, we have been given allotted, we had been allotted a \$5,000 a month additional money for a preschool? Well, that's what I said beats a sharp stick in the eye. So I told it, I said, Hey, start taking a percentage of the utilities and what have you added this. And so we just did our first 301 Pay up to the K five staff. And in the meantime, our allocation from the state for a preschool went from 5000 a month to 11,000 a month. So we're going so we've got you know, if we were open 12 months out of the year, we'd have \$130,000 sitting there for 10 months, we've still got \$110,000. And I would say that those two are somewhat underpaid, particularly to Tamara. She's at 20, but my recommendation is \$3 An hour increase from both of them. And if I do my math, where I say the instructional hours for the classroom teachers is about 1700 hours a year based on it 2020 hour work year 1700 for them at \$3 an hour is about 5051 bucks, each. And that's only one month, we've got an additional \$100,000 disbanding there. And that's just 10,000 right there.

J. Gardner- And that'll be continuing that we'll have that money coming in?

Superintendent- It's going to be continuing for as long as the ESSR is in place with the American rescue plan. Funds and we'll see what happens in 2024. Maybe going both will be retired. All of our staff from Ed down myself included. All of our staff understands that if there is a reduction with the ESSR or monies that is that's going on, salaries will be lower, comparatively as well. But right now, I can tell you we are very well off.

J. Gardner- Good. And I forget, how much are these guys making an hour?

Superintendent- Peggy's 32 an hour right now and Tamara is 21 But remember they don't get paid for anything but federal holidays. They don't you know so when we go off like for Thanksgiving break. We have a week off it break. They don't get paid for them.

- **D. Spiegel makes a motion to increase pay for Peggy and Tamara in the amount of \$3 per hour. Second by J. Gardner. All in favor.**

Item #5

Superintendent- So a couple of things have come to light here. Number one, I didn't ask Ed. This week, how much that board stipend is? I think it's 1500, I think, is that salary? Is 1500. Okay, I'm going to ask that we double that. What I'm going to compare is, the previous secretary was able to do her job at the desk. So when we left this meeting, she could go up to bed desk, somebody else can answer, she could sit there and do her minutes. This board secretary is a full time teacher, she doesn't have that option. It's done her time, at her house after school late at night, early in the morning, whatever the case may be, it's actually additional duties, not just responsibilities, whereas Robins was just an additional responsibility that she was able to do at that point in time. So I would ask that the board increase that the board secretary stipend to 3000 for the year, and that it's been up does it need to be retroactive? Or that we just make that swipe and 3000 for the year retroactive to the beginning of this year?

T. Daughtery- I'd like to make a comment. She is the board secretary? She's not John Warren secretary. So when we make a request, it doesn't have to pre approve by John. That's the only comment I had.

- **T. Daughtery makes motion to approve the stipend to \$3000, retroactive to 22/23 school year for the board secretary. Second by J. Gardner. All in favor.**

J. Gardner makes a motion to enter executive session. Second by D. Spiegel. All in favor.

The Topock Elementary School District #12 will hold an executive session pursuant to the A.R.S. 38-431.03 in the vicinity of the Governing Board Room at Topock Elementary School, 5083 Tule Drive, Topock, AZ 86436 on November 18th, 2022.

1. **The Board may move into Executive Session for the purposes of discussion or consultation for legal advice with the attorney or attorneys of the Board, pursuant to Arizona Revised Statutes 38-431.03 (A)(3). The board will be discussing personnel matters.**

T. Daughtery makes a motion to adjourn from executive session and enter regular session. Second by J. Gardner. All in favor.

School Business/New Business

1. Approve Youth Water Fowl Camp January 6-8 2023

D. Spiegel- I know yesterday one of the ladies that I was having lunch with had a whole packet of letters for donations that she was passing out from old bullhead to possibly Havasu to get donations, letters that Chad Villamore had written.

Superintendent- Oh good. I'd like to see this community support that event. There have been years where we have gotten zero donations. And then one year we got a bunch of shotgun shells from Darlene. But it would be nice, you know, especially if the local hunters would give back. Yeah, we'll see what kind of response we get on Catalina Island trip back. I know back when I used to do the Catalina trip. The Californians here. Were big on that. They were like, Oh, I used to go to Avalon and do all that good stuff. And so it'd be nice if they would support the youth hunt.

J. Gardner- Do we ever go to the Civic board meetings and women's club meetings and talk about this with them or?

Superintendent- I do not.

- D. Spiegel makes a motion to approve Youth Water Fowl Camp. Second by J. Gardner. All in favor.

2. Approve out of state travel for 16 5th graders and 4 chaperones to Catalina Island Marine Institute. Utilizing AZ state tax credit funds, April 17-19th

Superintendent- I just want to remind the board that all out of state travel has to be approved unless it's local in the tristate area. So if we have a volleyball game and needles or going to an event in Laughlin, those don't require but when we go to Vegas, we go to anything, you know, substantially out of state, outside of the tri state area that needs Board approval. We did this Catalina Island trip for years and Mrs. Lee's been chomping at the bit to get it started back up. She didn't get to go. And she was in eighth grade. She went to run at a state track meet. And I would tell you, my ego will tell you that when I took kids hiking in the Grand Canyon, that was the greatest field trip. After going to Catalina Island for years, I will tell you that Catalina Island trip is better than the Grand Canyon trip, it was phenomenal. The cost on this is about \$360 A kid. The parents, they can use a tax credit towards it. I usually based scholarship kids for athletics at the high school with my tax credit. Mine will be going to Kaili's program this year and so we're hoping to drum up community support. I have a kid and you can do it a multitude of ways you can just do your tax credit to the school to the general fund. You can do it to the specifically for the Catalina Island trip. Me personally, I'm doing mine to one of Kaili's students whose family probably will not pay for him to go. And he's going. He's going to go Catalina Island.

J. Gardner- I will vote for anything Catalina Island, it's a great place for children.

Superintendent- Oh, God, this thing is phenomenal. They do dissections of squid. You go snorkeling and at night you see sand sharks. And when I did the trip, I told Kaili, your regret is that you're going to get there and you're going to be driving back and go

that just went way too quick. And so I extended the trip to the full five days while we were there. You stay in the cabins because it's all boat only there's no roads to get to the camp Fox landing. It's by boat only so food in food out, trash in trash out. There's a big mountain right there. And I'd get all those kids up at like, oh, dark 30 In the morning, and say get up you can sleep when you back in Topock, but we hiked that mountain in the dark and sit down the top of that mountain and watch the sunrise over the ocean. You know, you got passing cargo ships, you got whales, you know, you guys are from California, Topock kids don't see this is phenomenal. But the academic learning portion of not only is it just a great trip that academic learning, the environment, everything else from that it's just really awesome.

T. Daughtery- Ed, you can't find 6000 dollars to pay for this?

E. Marquez- Yeah.

T. Daughtery- I move that we have the school pay for this and not the parents.

E. Marquez- Well the tax credit fund

T. Daughtery- Were getting so much money from the government. You have 6000 dollars laying around.

Superintendent- We do.

T. Daughtery- We are going to have the school pay for it.

Superintendent- We can do that but what we want to do is keep those tax credits, I'll be quite. I agree with you.

- T. Daughtery makes a motion to approve the out of state travel and find the money to pay for the Catalina Island trip from the funds from the school district. Second J. Gardner. All in favor.
- 3. Discussion possible action to award Superintendent performance pay based on ARS.
 - T. Daughtery- I'd like to, with no objection, divide this into the three goals and approve each section separately. Goal number one, I don't recall that we said it was going to be a C or better.
 - K. Lee- Verbiage was not discussed to be changed on goal number one because you have the or option for goal number one.
 - T. Daughtery- I don't know where the C came from.
 - Superintendent- It was on the old policy. You guys did not make any change to that portion.
 - T. Daughtery- I am just surprised we would approve something like that because C seem like an average. I know John was happy that we were 2% away from a B. But I think we take the percentage of the C.
 - D. Spiegel- The thing that I disagree with is when you come from a small school and class sizes are like the ones here, the kids don't get credit, the school doesn't get credit. Because there is not enough children in that classroom. I think the whole system on how they come up with the letter grade, excuse my expression, sucks.
 - T. Daughtery- I mean you can look at everybody's grades.

Superintendent- I would share with the board that this is a trailer park community where children are not coming from literacy rich environments, with supportive strong parenting etc. We have some hard living, the challenge of the demographic needs to be taken into consideration. We have been a B school before but getting out of that cloud of the D. When you look at the formula the percentage of kids we have performing quite well is good. What we lost this year was the growth. Trying to maintain that growth is difficult. You have transient kids who are here in the third grade and then you don't see them again until they are 30 years old. There are a multitude of things but don't get caught up on the C as much as I would say we are not a failing school. We are 1.57% away from a B, I am super proud of that. You have to have ten kids minimum to get credit and they have to be enrolled within the first ten days. So, there are a multitude of factor that come into pay there and I am pleased with what we are doing and where we are going.

T. Daughtery- Do we have the information on the OR on goal number one. I know we talked to Rae and she was going to produce something but do we have that?

Superintendent- I thought we were moving forward with that going into next year.

T. Daughtery- To me these would come out to the same. If we have students meet their goals and it would only be a C rating from the teacher and the state.

Superintendent- So, let me share this with you, when we are looking at student scores they start in August and end in May. It is December.

T. Daughtery- Yeah but it is only going to be teachers doing it. We don't look at the student scores we look at what the teacher say. I'd like to see something from the teachers and what they said their growth rate was. Is it better than a C or is it a C?

K. Lee- This is for last year's correct?

T. Daughtery- Yes.

K. Lee- Massey didn't bring that in last time?

T. Daughtery- It was based off of AASA testing. She said she would produce something like that but we don't have it.

Superintendent- I must have misunderstood. I thought we were talking about the end of the year so we could see projected growth.

T. Daughtery- Well it is part of your evaluation pay. So, we need to see it, I think.

D. Spiegel- I think we are not properly scored.

T. Daughtery- Do you think the OR scores it? We don't have. It.

D. Spiegel- I don't know. I think we are being penalized, unfairly because we don't have the number of students. So, those classroom that have great students and score well, they don't get credit for that.

T. Daughtery- I understand that on the first part but the second part is strictly done by our teachers. Do you think they would not score us correctly.

D. Spiegel- Well I sure hope they would.

J. Gardner- Let me ask you a question Kaili. You get ten kids you don't know, do you test them at the first of the year? How do you determine their growth rate.

K. Lee Yes, basically within the first 2-3 weeks we test them giving them a starting point and then test them throughout the year. We already tested this year and will test in a couple weeks and will be testing again at the end of the year.

T. Daughtery- But you do the first on at the beginning of the year to make a determination on where this person is going to be at the end.

K. Lee- Correct.

Superintendent- So it is going to be one or the other. We could do that and look at year in growth at the end of the school year and be used for my performance.

However, at the point in time we don't have the letter grade from the state yet. We don't get letter grades until, we got them this year November 1st. So, we might want to redo that portion moving forward. So that we are comparing apples to apples and not apple and apple at different times.

J. Gardner- The letter grade we get from the State Board of Education, do they take the average of every student in Arizona. How do they get those averages?

Superintendent- It is not an average of every student.

J. Gardner- Because you are not going to compare Topock students to Scottsdale students. One size does not fit all.

Superintendent- Correct. Well let me rephrase that, we are. They have the same standard to test to and that's my point about the C. So, if you are from Fountain Hills or Scottsdale, Topock has to do just as well. They all have the same criteria.

T. Daughtery- The problem I have with this, is that the C is public information and all we get from auditor general is stuff. The public is seeing the C I would like to counter it with something from the second part of goal number one. The OR would take into account all of the classes.

Superintendent- I see what you are saying. It seem to me that we would need to change the date on that to coincide. So, you can get the letter grade and the end of the year results.

T. Daughtery- Should we split these up or just continue. Let's continue. Goal #2

K. Lee- I did the math for this time and it works out to 89%.

T. Daughtery- Good. So, he gets it. 89% of the 33%. Do you like that?

Superintendent- No.

T. Daughtery- To bad. Well you had one that gave you a C then she talked to her constituents and changed it.

Superintendent- This year? Really?

T. Daughtery- Yeah, I read the one that changed from a C to a B and said I knew that was exactly what was going to happen.

K. Lee- Well when you have new teacher who have never given a letter grade and are told to have them submit a grade. They did not understand what they are grading and assumed it is out school as a whole.

Superintendent- Well then we need to be more specific.

T. Daughtery- Do you want to have a meeting to help them understand what we are grading?

K. Lee- I can, I am always up for a meeting with the teachers.

T. Daughtery- Do you want to do that John?

Superintendent- Sure whatever you would like Tom.

T. Daughtery- Okay, goal #3. Do you have anything on this John?

Superintendent- I don't.

T. Daughtery- Will you bring us something?

Superintendent- Sure.

T. Daughtery- So, I would say we should table this entire thing until the next meeting.

We get information from John on goal #3, let the teacher have their own meeting for goal #2, and find out what the teacher think on goal #1.

- D. Spiegel makes a motion to table Superintendent performance pay until the next meeting. Second by J. Gardner. All in favor.

Reports for the next meeting

- Ed
- Rae
- Superintendent

Items for the next meeting on December 16th, 2022

- Superintendent Performance Pay
- Narcan
- New hires Paul/Jordan
- K. Lee Attainment Master's Degree

Adjournment

J. Gardner makes a motion to adjourn the meeting. Second by D. Spiegel. All in favor.

Pursuant to the Americans with Disabilities Act (ADA), Topock Elementary School District #12 endeavors to ensure the accessibility of all its programs, facilities, and services to all persons with disabilities. If you need an accommodation for this meeting, please contact the Superintendent's office at (928)768-3344.

Prepared by K. Lee on 11/21/22