

# AJO UNIFIED SCHOOL DISTRICT NO. 15

## Governing Board Members:

Mrs. Marcia Duncan  
President  
Mr. Eric Krznarich  
Clerk  
Ms. Lonnie Guthrie  
Member  
Mrs. Windy Robertson  
Member  
Mr. Rodney Hopkins  
Member

## Administration:

Dr. Robert F. Dooley  
Superintendent  
Dr. Lance Chebultz  
Principal  
Ms. LeAnn Burns, CPA  
Business Manager  
Ms. Marichou Beltran  
Special Ed. Director

## MINUTES

### REGULAR SESSION BOARD MEETING

Ajo Unified School District Board Room #23, 5:30 p.m.  
May 12, 2021

1. **Call to Order at 5:30 p.m.**
  - a. Statement of Welcome
2. **Roll Call**

Present - Marcia Duncan, President  
Present - Eric Krznarich, Clerk  
Present - Lonnie Guthrie, Member  
Present - Rodney Hopkins, Member  
Present - Windy Robertson, Member  
Present - Robert Dooley, Superintendent  
Present - Leonard Edlund, Principal  
Absent - LeAnn Burns, Business Manager

- b. Appointment of Acting Clerk, not needed

3. **Adoption of the Agenda**

It was moved by Mr. Krznarich, and seconded by Mr. Hopkins, that the Governing Board adopt the agenda as presented. The vote to approve the agenda passed 4-0.

Mr. Krznarich made the motion to recess for a few minutes to wait for further information from Mrs. Robertson. Mrs. Robertson seconded the motion and the motion passed 5-0. **Recess started at 5:32 p.m. and the meeting resumed at 5:39 p.m.**

4. **Pledge of Allegiance**

5. **Visitor's Comments**

Visitors are welcome to speak on agenda and non-agenda items. Comments are limited to 3 minutes. Please state your name and address prior to making your comments. Please note that members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, action taken is limited to directing the administration to look into the matter, responding to any criticism, or scheduling the matter for future consideration. (A.R.S. §38-431.01(H))

Visitors comments are typed as the visitor/community member is speaking.

**Heid Sallows:** CFB that is a policy in the handbook that you have adopted. At one of the Board meetings Mrs. Robertson asked for some information about some problems on campus and possibly

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examples of how to fix those problems like how we can involve community better into the school system. So I found this school based management policy look at it says delegate through school council responsibility to developing curriculum and they delegate any additional powers that are reasonably necessary to accomplish these specialization this can be something that the board and it sounds like it's something that the principle kind of overseas it consists of 3 parents 3 teachers 1 noncertified employee 1 community member if the school there's a high school where 2 community members give the school is not a high school 1 student if the school is a high school in the principle and there's many different pages of this policy in school based management there's a regulation and it helps with conflict resolution and it also helps to increase efficiency and effectiveness of school of the school so constantly people are coming up here with the community and with the staff this might be a really good solution to that problem I'll go ahead and leave this here.

**Jesse Green:** I would just like to give some remarks about my time teaching here. First to the students, basically we started from scratch, and moved to playing sophisticated music. Some of it challenged me, but we rose to the challenge and I'm very proud of the work we have done. We have accomplished a lot for years. Sadly, many of those students are not on campus, so I can't say this in person, but I hope this message gets to them and I wish them the best of luck. To the superintendent and the Board. These last couple of years have been increasingly difficult and frustrating. There is litter to no protection for us teachers and we are rarely met with cooperation and help. This is a very dysfunctional organization. I didn't serve in the USMC and get a master's degree to be treated this way. This is why I'm leaving; this is why other teachers are leaving, and why they will continue to leave. Over the past four years I've had a lot of conversations with the parents and some of the teachers out of all these conversations I can't recall a single story where someone had an issue with the board or the administration brought to the and it is resolved to their favor single one. It's no wonder why so many family's older students out this year or just choose not to enroll in the school who lives somewhere else in community. This school has a very bad reputation. We are here to service students in the community the service that was offered I find is often unsatisfactory I'm not proud of it would be part of this organization I don't say this to be smirch Ajo Unified client stated holds that administration and the community will do something to improve this place from the top down I wish you guys the best of luck next year, you're going to need it.

**Mike Robertson.** Lonnie on Tuesday you asked a question about the survey, you asked Dr. Dooley why there was a question about Board members knowing the innerworkings of the school district. Unfortunately, Dr. Dooley gave you a non-answer. I can answer your question, Dr. Dooley is not threatened by this question. He waisted thousands of dollars of health and wellness grant money when qualified professionals who were paid to study this stuff, Susan Guinn-Lamb and Emily Saunders gave the district a school culture survey. This survey was tailored to individual stakeholders, instructional staff, non-instructional staff, students, and parents. Dr. Dooley gave you 13 non-threatening questions made by himself, not from the 27-page presentation that Mrs. Saunders presented. More importantly it didn't deliver what this Board requested. For almost 2 years, this board has asked Dr. Dooley for an employee satisfaction survey. Not a survey about what the employees know is happening at the school or what the Board knows is happening at the school. Of course, bullying is happening, it doesn't need to be in an employee satisfaction survey. I would be embarrassed to deliver what he delivered to this Board. He had an outstanding resource at his disposal, that the district paid for so that he could pull a sneaky peak. The less you know about the innerworkings of the school the better. This board asked for an employee satisfaction survey over and over, you haven't gotten one and you still don't have one and that tells you all you need to know about the innerworkings of this school. As long as Dr. Dooley is the superintendent, you will

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not get one, mark my words. What can you do about it? You are spinning you're your wheels and that's what Dr. Dooley wants. This Board is ineffective through lack of leadership, you need a president that you elected to hold Dr. Dooley responsible and accountable for what's not happening. The community is watching...

**Mr. Krznarich:** Mr. Robertson that is 3 minutes.

**Leonard Edlund:** Month after month we sit and listen to statements that are critical, inaccurate, misleading, and without actual factual data behind it. I assure you most people believe what they hear and don't ask for facts. We shared the results of a staff survey that was given to all staff members. Some members choose not to turn the survey in. On Monday night, we turned in the results of the staff survey and the information did demonstrate our willingness to help staff, and provide a safe environment, but it did show an area we have to improve on, which is our communication, with both staff and the community. I'm sure the district will work towards improving that, and I ask the community to remember it's a two-way street. When we email, request information, and post meetings, we have to get responses. The survey we gave, was something we did, because it was requested of us. Last meeting, we had a Board member violate the executive session rules of open meeting law and share executive session information at a public meeting. This violated the confidentiality, trust, and confidence of everyone who attended that meeting. This was also an open meeting law violation that is to be self-reported to the county recorders office. And as of today, there was no record of this as I could find. We hear a lot of "oh you have to follow policy", that's right we ALL have to follow policy. I hope we learn from this and grow from this.

**Eric Krznarich:** I will be giving a Rose Cameron Krznarich Memorial Scholarship. The student will be awarded \$500 and are stipulated to have a 3.5 GPA and enter an education field. As my aunt is an ASU graduate, a \$100 bonus will be given to students enrolling in ASU.

## **6. Information Items**

### **a. Governing Board Report**

No governing board members wished to give a report.

### **b. Superintendent's Report**

- I appreciated that fact that Mr. Krznarich is giving out a scholarship in Mrs. Cameron's name. She was deeply devoted to this community and this school. And I appreciate what she did.
- I also appreciate the comments of Mr. Edlund about comments made during the visitor's comments, as it should be. Unfortunately sometimes comments are made without all the information at hand, and sometimes includes information we are not at liberty to disclose because of personnel or student issues.
- The CDC has approved the administration of the Pfizer vaccine for children 12-15, and Desert Senita has contacted Ajo Schools about use of or want to do a parking lot type of immunization here. Unfortunately nothing has been decided, but it is an emotionally and politically charged issue. I want kids to be safe, and we have had a number of students get sick this year and last year. Fortunately we have had no hospitalizations of students or staff, but I don't want to see that happen.
- I apologize for the canceling of the executive session, but the attorney had something come up that he had to be at.
- Back to COVID, if the counts stay low during the summer, we are talking about opening like a normal year on August 9<sup>th</sup>. I am nervous about saying this out loud but I want parents and the community to know we are thinking about it, but it might not happen. We will watch

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what happens closely what the CDC and the Pima County Health Department's recommendations. This might not happen and are working towards that goal.

## **7. Consent Agenda**

The following items are being recommended for approval on the consent agenda:

- a. Financial Report
- b. Voucher Approval
- c. Board Minutes
- d. Donations
- e. Library Report
- f. Monthly Contact Report

It was moved by Mrs. Duncan and seconded by Mrs. Robertson that the Governing Board adopt the agenda as presented. The motioned passed 4-0.

## **8. Board Action Items**

### **a. Personnel**

#### **1. Approval of the Issuance of 2021/2022 Certified Contracts**

The US state department has again extended the J-1 Visa Program for international teachers. Mrs. Alice Cadiz and Mrs. Reylee M. Bermejo have been given a one-year extension to teach in our district as the result of this action. At the Monday Study Session, Dr. Dooley recommended tabling the RIF of Angela Garcia since CTE funds are available for her contract. The district will offer her a part time contract for 21/22.

Mr. Krznarich made the motion to approve the issuance of a certified teaching contract for the 21/22 school year to Alice Cadiz, Reylee Bermejo, and Angela Garcia. Mr. Guthrie seconded the motion. The motion passed 5-0.

#### **2. Certified Employment – 6-12 June Summer School**

Summer school for Middle School & High School students will be June 7-10 & June 14-17 from 8:30 to 1:30 p.m. Teachers will work 6 hours per day, for 8 days, paid for by ESSER III Funds (Elementary & Secondary School emergency Relief Fund) which can be used for “learning loss & summer enrichment programs”. Teachers recommended to teach for June summer school are:

Math – Kevin Kmetz, English/LA – Chelly Arancon, Science/Study Hall – Kara Stocker, Study Hall – Babu KC, Study Hall & Online – Olivia Garcia, and Special Education – Marichou Beltran

Mr. Hopkins made the motion to approve the employment of the above 6 teachers to teaching during June 6-12 Summer School. Mrs. Roberson seconded the motion. The motion passed 5-0.

#### **3. Nonrenewal of Certified Staff Member**

Heidi Sallows is a 3rd year teacher with a partial teaching contract. Due to continued unacceptable professional actions, the administration is recommending the nonrenewal of the Ajo Unified School District teaching contract she is currently working under. The nonrenewal is effective at the end of the 2020/2021 certified contract.

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Mrs. Robertson made the motion to table the above item. Mr. Hopkins seconded the motion. The motion passed 4-1.

**4. Classified Retirement – School Secretary – Carmen Ochoa**

Carmen Ochoa has submitted her intention to resign as a school secretary at the end of the 21/22 school year. This entitles her to a raise for her last year of employment.

Mr. Krznarich made the motion to approve Mrs. Ochoa's retirement at the end of the 21/22 school year. Mrs. Duncan seconded the motion.

**5. Classified Resignation – Food Service Director – Robert Ogden**

Robert Ogden submitted a letter of resignation effective April 27, 2021. Prior to submitting the attached resignation letter, Mr. Ogden had verbally expressed his need to resign to the superintendent prior to April 13, 2021.

Mr. Krznarich made the motion to approve the resignation of Robert Ogden as AUSD Food Service Director. Mr. Hopkins seconded the motion. The motion passed 5-0.

**6. Classified Resignation – Paraprofessional – Jennifer Dillard**

Jennifer Dillard, a teacher's aide, submitted a letter of resignation effective April 21, 2021.

Mr. Guthrie made the motion to approve the resignation of Jennifer Dillard. Mrs. Duncan seconded the motion. The motion passed 5-0.

**7. Classified Reassignment – Food Service Director – Alejandra Ortega**

Alejandra Ortega has served as the Assistant Food Service Director for the last 16 years. The administration is submitting a request to promote/reassign Alejandra as the district's Food Service Director.

Mr. Hopkins made the motion to approve Alejandra Ortega be reassigned/promoted to the position of Food Service Director. Mrs. Robertson seconded the motion. The motion passed 5-0.

**8. Classified Reassignment – Asst. Food Service Director – Frances Lopez**

Francisca Lopez, a parapro/teacher's aide, has previously served as a cook in the Ajo School cafeteria for 7 years. She has expressed an interest in returning to the Food Service Department to serve as the Assistant Food Service Director.

Mrs. Duncan made the motion to approve Francisca Lopez be reassigned/promoted to the position of Assistant Food Service Director. Mr. Hopkins seconded the motion. The motion passed 5-0.

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## 9. Approval of Paraprofessional/Teacher's Aide Summer Workshops

On June 1-4, 2021 Mrs. Beltran is being asked to provide training for special education paraprofessional staff. 9 paraprofessionals will be offered this training and be paid \$12.15 per hour for 28 hours through the four days of the summer workshop. Breakdown of the workshop and attendees are attached.

Mr. Hopkins made the motion to approve the proposed paraprofessional training from 06/01 to 06/04/21. Mrs. Robertson seconded the motion. The motion passed 5-0

## b. Business

### 1. Approval of FY2021 Budget Revision

The current year school district funding, especially during a financially challenging time such as districts are experiencing creates the necessity of Fiscal year budget revisions prior to the end of that fiscal year. LeAnn Burns will review for the board any budget revisions that are currently necessary on Monday and the administration will submit for approval on Wednesday.

Mr. Krznarich make the motion to approve the attached Ajo Schools budget revision #2 for the fiscal year 2021. Mrs. Duncan seconded the motion. The motion passed 5-0.

### 2. Approval/Second Reading – Board Policy GCQE – Staff Retirement

Per Board discussion, the attached Governing Board Policy GCQE – Retirement of Professional/Support Staff Members was submitted to the district attorney for approval. His recommendations and approval are attached along with a comparison of the two versions.

Mr. Guthrie made the motion to table GCQE. Mr. Hopkins seconded the motion. The motion passed 4-1.

### 3. Approval/Second Reading – Board Policy IKFB – Graduation Exercises

House Bill 2705, enacted by the AZ State Legislature, revises section I, Title 15, Chapter 3, Article 3 of ARS amended 15-348 to read:

15-348. Dress code policies; traditional tribal regalia; objects of cultural significance; graduation ceremonies; definitions

A. A SCHOOL DISTRICT GOVERNING BOARD, A CHARTER SCHOOL GOVERNING BODY OR ANY PUBLIC-SCHOOL MAY NOT PROHIBIT A STUDENT WHO IS A MEMBER OF A FEDERALLY RECOGNIZED INDIAN TRIBE OR WHO IS ELIGIBLE TO BE ENROLLED AS A MEMBER OF A FEDERALLY RECOGNIZED INDIAN TRIBE FROM WEARING TRADITIONAL TRIBAL REGALIA OR OBJECTS OF CULTURAL SIGNIFICANCE AT A GRADUATION CEREMONY.

B. FOR THE PURPOSES OF THIS SECTION, "OBJECTS OF CULTURAL SIGNIFICANCE" AND "TRADITIONAL TRIBAL REGALIA" INCLUDE AN EAGLE FEATHER OR EAGLE PLUME."

Mr. Hopkins made the motion to approve Board Policy IKFB. Mr. Krznarich seconded the motion. The motion passed 5-0.

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#### 4. Approval of Sole Source Vendors

On June 24, 2020, Governor Ducey issued Executive Order 2020-41 Prioritizing Kids and Schools During COVID-19. In this EO, the Governor stated "...the COVID-19 pandemic is classified as an 'emergency condition' for the purposes of rules related to Emergency Procurements, adopted by the state board of education, for purchases made to address a need arising from the threat to public health, welfare or safety of staff and students directly related to the COVID-19 pandemic..." The vendors used are as follows:

2nd Gear LLC – \$50,965.80      Staples Technology Solutions -- \$49,791.78  
Kajeet, Inc. -- \$14,858.44      CS&S Computers -- \$11,438.47  
Home Depot -- \$14,839.37      E-therapy -- \$35,550  
Education Support Services (contracted psych services) -- \$8,440

Mr. Krznarich made the motion to approve the above listed vendors as sole source per USFR guidelines. Mrs. Duncan seconded the motion. The motion passed 5-0.

#### 5. Approval of Health Insurance for 2021/2022

GBS, our employee benefits third party firm has presented a health insurance plan for qualified district employees. There will be a 2% increase in benefits from FY 21 to FY22.

Mrs. Roberson made the motion to approve the Employee 2021/2022 Health Insurance Benefit Plan from GBS as a Sole Source Provider. Mr. Guthrie seconded the motion. The motion passed 5-0.

#### c. Governing Board Action

1. Agenda Item to Add Agenda Items

No Board member had an agenda item to add to the June Agenda.

Noting no other business, President of the Board, Mrs. Duncan, adjourned the meeting at 6:47 p.m.

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Clerk of the Board

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Date