

NOTICE OF THE REGULAR MEETING OF THE GOVERNING BOARD OF THE
HEBER-OVERGAARD UNIFIED SCHOOL DISTRICT NO. 6

March 30, 2023

Pursuant to A.R.S. 38-431.02, notice is hereby given to members of the Heber-Overgaard Unified School District #6 Governing Board and to the general public that the Governing Board will hold **Work/Study Session Meeting, Thursday, March 30, 2023 at 11:00 a.m. at Heber-Overgaard Unified School District Office – Conference Room.** The board reserves the right to change the order of the items on the agenda with the exception of public hearings and bid awards. Any Board Member unable to physically attend a meeting may elect to participate telephonically. The Board may go into executive session for the purpose of discussing certain matters concerning: Legal Advice A.R.S. 38-431.03(A)(3), Personnel Issues per A.R.S. 38-431.03(A)(1)(5), Litigation A.R.S. 38-431.03(A)(4), Discussion of records Exempt by Law from Public Inspection A.R.S. 38-431.03(A)(2) and Student Discipline A.R.S. 14-843(F).

1. CALL TO ORDER

The meeting was called to order by Board President Craig Blackburn at 11:00 am. There was no pledge or prayer because it was held in the conference room.

2. ROLL CALL

Craig Blackburn, Tim Leedy Christin King, Patty Weber, Ron Tenney, Reed Porter, Jim Maner, Andrea Despain, and Laura Tomlinson

APPROVAL OF AGENDA

Mrs. King made a motion to adopt the Consent Agenda and Mrs. Weber seconded the motion. The motion was passed unanimously.

3. CALL TO PUBLIC

None

Superintendent Report

Mr. Tenney – Press release sent out about former employee and information on Navajo county no trespass report. Talked to the officer about it. Talked about “what trespass” means, officer said they have no problem of him being there to watch his kids. It does also include 6 months of no facility use.

Discussion on facility use and letting people in

We have tried to tighten down on our facilities

Discussion on who was playing and why

I need to communicate more with you board members. I feel like I need to take care of some situations but I can inform you any time of situations at the school.

Discussion – In a previous district every week Monday mornings the super sent an email to the board of what is going on. If police are called, high incident stuff.

Discussion of facilities use, Key card entry, communication with board and No Trespass order.

Discussion of press release about former employee

Discussion of subs filling in for teachers

Discussion on music position

4. Work Session

5.1 WORK STUDY SESSION/BUDGET FY23/24

(Hand out) Box #1-ADM last year's budget – kept it with students which we were up

#2 – \$4,775.27 per student-they say 2 percent increase is their guesstimate which will be 95.5054 which will bring our amount to \$4870.78 per student

#3 – total increase around \$74,000

#4 – Our medical increase for employer rate is \$17 overall increase – they only put increase on employee side, not the family side.

#5 – retirement is going up .19 percent increase, ACR is going up a little bit.

#6 forest fees on salary schedule we've dropped from \$.27 per employee per hour to \$.15, Christmas payout-waiting till it is closer.

BM-are they phasing out forest fees

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Mr. Tenney- For a while it was year to year so we were afraid it was going away. We put together a little phase out program, it kind of keeps hanging on, we generally budget about \$309,000 each year for employees pay, insurance, extra duty contracts, some of IT costs, etc.

Carry over – we have about \$30,000. We haven't rolled any of our capital in our M&O yet, it is \$111,000. It looks like we will have a healthy roll over, I'm thinking \$130,000 to \$150,000. BM-I want to have some of that money earmarked for the book vending machine. Mrs. Despain-we do have some money set aside for that, I can let you know how much we have. We haven't spent a ton of capital this year, we have been using ESSR and other funds for that. We need to sit down and crunch numbers from the grants and see where we are. We have had money for tutoring, home visits, BT and other things and teachers haven't taken advantage of it. BM-can ESSR funds help with the key Fab? Mr. Tenney-Yes.

We have teachers doing summer camps taking advantage of the funds. Discussion on ESSR funds.

BM-I would like to see if we can fast track ESSR funds to use this summer have some of it done.

Discussion on thermostats

#7 – How to spend \$74,000. We've talked about getting away from our step salary schedule. We are going to get rid of the steps and just have a placement. Discussion of steps and placement salary schedules. We are taking \$1250 out of M&O to increase this and taking \$1,000 out of 301 for our base from \$42,750 to \$45,000. The cost of M&O is \$36,587, benefits are around \$8,000 so the total is around \$44,187. 3 Teachers have been frozen for a while, Mr. Tenney talked to them and they will be getting more money. Discussion of increases on the steps vs percentage. We also have 6 teachers that have received college credit and will be moving over columns. When you make changes to certified schedule is automatically makes changes to admin salary schedule, it would be an increase to the base not step movement. We are also talking about moving the classified salary schedule to step less salary schedule they are talking about moving the minimum wage next year to \$14.40, we are at \$13.85 right now. We talked about consolidating columns. We are talking about this not taking affect till December 21st first pay for the pay period. The total increase on it is \$14,646.

#8 Extra Curricular salary schedule, we are looking at moving this away from steps and columns - 2 percent, 3 percent or 5 percent increase. \$39,360 is approx. 5.6 percent increase, 2 percent would cost us \$3,090, the 3 percent is \$4,636, 5 percent is \$7,720. Mr. Tenney said he would like to go with the 3 percent. Discussion on percentages.

Overall, M&O is \$77,187, medical increase is about \$10,000, budget shortage about \$13,000. With our carry over we will have I am not worried about anything.

Mr. Tenney-Our enrollment is up, we are figuring conservatively, I would rather estimate low than high. Insurance is up but it's not a huge amount. Discussion of Insurance increases. Discussion.

Mrs. Despain-Before we move on, 2, 3 or 5 percent for extra duty. It's coaching, music coordinators, etc.

Mr. Tenney-Andrea and I feel confident that we will be good doing this.

Mrs. Despain-I did just get the increases for work comp for liability coverages, it went up a little.

On the back with 301- running off 22/23, box 9, box 10 is what we are proposing for 23/24. They would get 2 \$900 supplemental pays. Depending on what we have in there we can always come back and see if we can get more.

Cost of benefits is on the right hand side we still have \$31,000. We are more than fine on the 301 side.

BM-Discussion on percent of extra duty, class sponsors, coaching salary schedule, **5 percent**

Discussion of changing contracts- the other thing I want to put in is if they go back on their contract they will be for fitting any performance pay money, there is a little room for us as a board to work with for someone leaving because of health, etc. Also, anytime an employee has their fingerprint card suspended or revoked they will be terminated.

Policy Services Advisory #739, Volume 35, Number 1 – Final Viewing and Adoption

Policy Advisory No. 739 – (NEW) Exhibit – IHAMB-EA – Family Life Education

Mr. Tenney- I did a deal where we can opt out. I sent it to the lawyer and she said it is okay as long as you can opt "In" or "out" and as long as you notify the parents of what is going on so they can opt in or out.

Mrs. King made a motion to approve the Policy Services Advisory #739, Volume 35, Number 1 – Final Viewing and Adoption as presented and Mr. Blackburn seconded the motion. The motion was passed unanimously.

Authorized Signer NBAZ

Mrs. Despain-Bank has to have a motion to change signers on account.

Mrs. King made a motion to approve the changing of bank signers as presented and Mrs. Weber seconded the motion. The motion was passed unanimously

Authorization for all payroll related accounts

Mechel Petersen replacing Maura Chisam

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Mrs. King made a motion to approve the changing of signers on any payroll related accounts as presented and Mrs. Weber seconded the motion. The motion was passed unanimously

EXECUTIVE SESSION

Not Used

~~Motion to go into Executive Session pursuant to Personnel per A.R.S. 38-431.03(A)(1)(5)~~

~~———— Motion to Return to Regular Session~~

~~———— Possible Motion from executive session~~

Add Agenda Items

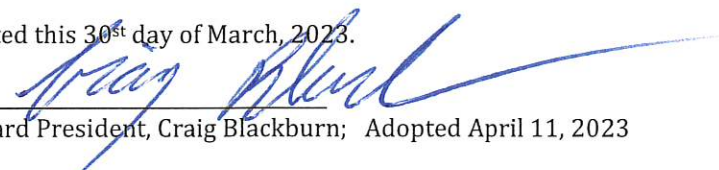
Revive the Bond report from Stifle

ADJOURNMENT

Mrs. Weber made a motion to adjourn the meeting and Mrs. King seconded the motion. The motion was passed unanimously adjourning the meeting at 12: p.m.

Next Regular Board Meeting is scheduled for April 11, 2023 at 7:00pm at Capps Middle School in the Performing Arts Center.

Dated this 30st day of March, 2023.


Board President, Craig Blackburn; Adopted April 11, 2023

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