

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

March 31, 2022

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 31, 2022 at 12:00 p.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 12:20 pm. There was no pledge or prayer because it was held in the conference room.

**2. ROLL CALL**

Craig Blackburn, Christin King, Patty Weber, Wendy Hall, Ron Tenney, Reed Porter, Jim Maner, Andrea Despain, Brenda Samon and Laura Tomlinson

**3. CALL TO PUBLIC**

None

**4. Work Session**

**5.1 WORK STUDY SESSION/BUDGET FY22/23**

Discussion on next year's budget. Handed out contracts.

Mrs. Despain – handouts FY 2223 Estimates - Salary Increase Proposals. Information given on increases and savings in different areas. Insurance is going up a little, \$12 per month. Retirement is going down this year. ACR is coming down as well. Talked about Forest Fee schedule, hand out provided. We have a 7 year phase out, we are at step 5 of the phase out. Talked about payouts, Christmas, from Forest Fees.

Mr. Tenney - It was nice for teachers and classified staff to get the bonus and were very appreciative for the board approving that. It was nice to give the 301 money right around Thanksgiving and then the other bonus right before Christmas break. We will have a little more Results Base Funding this year, it will be a little extra for teachers again.

Mrs. Despain – discussed extra duty salary schedule NJHS/NHS have been moved to the top section of column 9, YB advisor we moved to column 7 and we have increased the class sponsors (Junior & Senior sponsors only). Discussion of steps and how/why changes were made. We gave the teachers their steps based on how long they have been doing NHS/NJHS and put them on a step we felt was good. The Year Book advisor and students has to be at every game, activity, etc. so that is how we came up with his stipend. Extra-Curricular salary schedule, Honor Choir and piano player stipend added. Admin increases. Revised Classified Salary Schedule, there are 2 different things that we have proposed on here, one is to do a \$.25 over all increase or combining columns 1 and 2. Column 2 becomes the new column one. We discussed doing it this way because minimum wage has increased and jumped so high, we're not sure what it is going to go to next year and the inflation rate, we won't know until November what that base pay is going to become for the classified staff. Will affect M&O budget, costs will be minimal and will help us get a jump on any changes to come.

Board Member – Would we do either or??

Mr. Tenney and Mrs. Despain – We would do both.

Discussion on increasing steps for all current staff. We may need to do another change in January for minimum wage.

Discussion on step increases for teachers. Mr. Tenney - Beginning teachers base \$42,500, it would increase to \$42,750. This would give teachers, even those who are frozen on the salary schedule a \$250 raise. For those who are not frozen would get steps, they may not get columns.

Mrs. Despain – discussion on hiring another 1<sup>st</sup> grade teacher back. Numbers are up in student count.

Discussion of M&O carry over from previous years, we are going to be short \$57,000. Right now we have \$113,000 unencumbered for this year so we should be okay for next year. Brenda – there is a lot of things that haven't transpired yet like E Rate, it's about \$30,000 so that number can go up. We also have our indirect costs that we bill back to our federal grants that amount could be another \$20,000. It depends on what our capital funds are whatever we don't spend in capital we can move that over to M&O. Tuition for Forest Lakes will be up.

BM-you are confident that we can make up the deficit for next year?

Brenda – yes, as long as they don't go wild spending the next couple of months.

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Discussion on covering deficit, possibility increase ADM or decrease ADM.

Discussion on 301 monies, last year it was \$733 this year it is going down to \$708. The total is going to be \$492,000 for 301.

Discussion on increase of performance pay, teachers were getting \$3,640, we think we should bring it up to \$4,500.

Mr. Tenney - next couple of years we will continue to do return to work stipend. We've offered different ways to put money into teacher's pockets with trainings to do and tutoring, home visits, enrichment and get paid for it. We will let you know how much we have paid out, how many teachers took advantage of those offerings. Parents would love to have teachers come to their homes or a neutral sight to meet with students.

BM-Do other districts do all this stuff that we do to help teachers/students

Mr. Tenney-I think some districts do home visits

Brenda-We are required under ESSR to use the money for student learning loss. We came up with these ideas to use the money appropriately.

Discussion on other people hiring fast food for more money that what we offer for minimum wage. We have wonderful people that work here in the district that

We will have to redo all the salary schedules now to increase minimum wage to where that is going to be for the ticket takers, line people, etc.


We increases the wages for our junior high officiants from \$25 a game to \$45 per game. Our junior high officials did such a good job officiating,

#### ADJOURNMENT

Mrs. Hall made a motion to adjourn the meeting and Mrs. Weber seconded the motion. The motion was passed unanimously adjourning the meeting at 1:18 p.m.

**Next Regular Board Meeting is scheduled for April 12, 2022 at 7:00 at Capps Middle School PAC.**

Dated this 31<sup>st</sup> day of March, 2022.



Board President, Craig Blackburn; Adopted April 12, 2022