



**YOUNG SCHOOL
DISTRICT#5**

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Patrick O'Donnell, Superintendent
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**YOUNG PUBLIC SCHOOL
GOVERNING BOARD REGULAR MEETING**

Monday, September 12, 2022, 6:00 pm - Young Public School FFA Room

THE GOVERNING BOARD MAY CONSIDER ANY ITEM ON THIS AGENDA IN ANY ORDER AND AT ANY TIME DURING THE MEETING.

Roll Call:

Linda Chapman, President

James Bruzzi, Member

Dave Megahey, Member

Polly Hageman, Member

Sara Bunce

MINUTES

- 1) Call to Order – Opened at 6:03 pm by L. Chapman - Board Members Present – Linda Chapman, Polly Hageman, Sara Bunce, and James Bruzzi. Linda Chapman reported that David Megahey was out of town. Superintendent Patrick O'Donnell was present. The audience consisted of Rebecca Fuller, Heather Jackson, Stephanie Rider, Christie Rider, Heidi Bernal, Segan Bell and her infant son.
- 2) Pledge of Allegiance - led by L. Chapman
- 3) Adoption of Agenda - Moved by P. Hageman, seconded by S. Bunce; carried unanimously.
- 4) Approval of Minutes: August 8, 2022 Special Board Meeting - Motion to approve the August 8, 2022 Regular Meeting minutes by L. Chapman, seconded by J. Bruzzi; carried unanimously.
- 5) Administrator Report - We have lost two students, both are elementary, because their families moved out of the area. The Chocolate milk incident last month. The first time we found an issue, we took away all of it. Two or three days later it came up again. I went over and, with Starla, checked each milk. We took off the lid and looked for darkening areas then squeezed the milk. If there was no discoloration and the foil seal held, we saved the milk and served it. We had between 10-12% of the seals failed. We were credited by the distributor for the entire shipment. Later a recall and we have received a reimbursement. The \$72,750 grant that Ms. Rider procured for the district has been received and paid the bill for the plan. Also, I was asked to share the approximately \$21,000 grant we just got for student portable computers (Chromebooks). It's a federal grant to improve rural access and connectivity for students. We worked through Yavapai County.
- 6) Teacher Report - Rebecca Fuller shared that she has 25 years of experience and is still excited. It's orange week! My classroom has 16 students, four of which are brand new...they've never been to an organized class. We're teaching lots of procedures, lots of routines. Of course, we had the delay start and then the holiday, so it feels like we baked up a little, but we are doing well. Move to Read is started up and Ms. Clemmer is assisting with that. Ms. Jackson is doing almost like a learning lab. I have to compliment the Jr high and HS students, those kiddos seem to be doing well this year, too. The weight room is open and the students are using it for their personal fitness class. A couple of the seniors

are actually sticking around and using it rather than going home because they have a shortened schedule. So students and staff are back and doing well. Real quick I'd like to share some writing samples. She showed some work from K-2 and explained how the students will continue doing more writing and smaller pictures after the first of the year. Ms. Bunce also shared an activity which her student had brought home from Ms. Fuller's class. The activity is designed to help students share their feelings. Mr. O'Donnell shared that the weight room is being used by the students, because back in the spring the feedback was that there was a desire for Personal Fitness, not just PE.

7) Call to Public – Public comments or concerns may be heard, but no Board Action may occur-

Stephanie Rider - Over the past six months, community members, employees and former employees have shared numerous concerns about how the school is being run, including concerns about the professionalism and conduct of the superintendent. For the concerns that have been shared in the Board Meetings, the superintendent is taking the minutes and those minutes are leaving out key concerns about the actions of the superintendent as well as read, written attachments that are required to be included in the minutes. This falsification of the minutes presents a concerning conflict of interest as well as an inaccurate record. Other concerns, to name a few, include illegal payroll practices, the superintendent spreading negative untrue rumors about staff throughout the community, my employment contract not being honored resulting in loss of pay over several months when other employees have been treated differently, student's safety being put in jeopardy, and fiscal mismanagement resulting in utilities being shut off at the school. I also have concerns about my contract being shown to community members, statements being made throughout the community to imply I did something illegal in my position, and a disregard for the safety of my children and other children in the community by asking a non-licensed driver to drive our children on the school bus. These concerns and the actions of the superintendent violate several district policies, including Policy CA, CBA, GBEA, GBJ, GBP, KA, KD, and KEB along with several other Policies in the manual. These concerns have not been satisfactorily addressed by the Board or the administration to the public. As most of these concerns involve behavior, decisions, and conduct of the superintendent, who is also in charge of HR and in an effort to help save the community multiple costly legal battles from several employees who have shared their concerns, I am requesting that the Board, through the use of the school attorney, open a formal third party investigation to address these concerns and complaints as they have done to handle similar complaints in the past against the superintendent. I request that this investigation include interviews with current and former staff and that staff are assured that the Board will enforce a no retaliation policy since employees who have had concerns have and are currently being threatened with their positions. I've been used as an example many times by the superintendent and two other employees as what will happen if an employee does not agree with the illegal practices being done in then district. The superintendent has also made known that the Board will support him no matter what he says or does. For these reasons, I believe a third party investigation is warranted. I also request that an agenda item be added to all future meetings while the investigation occurs to provide appropriate updates to the public.

Heather Jackson - Good Evening, I noticed you are discussing the days of board meeting tonight. I was hoping to add a discussion point for the future to adjust the time of the meeting. I find it difficult to leave the house at this time in the evening because it's close to my kid's bedtime. I imagine other parents may feel the same way. Could you please consider moving the meetings up an hour or allow for alternative participation. BLANK or Zoom. I'd also like to urge the school board to increase their involvement in their evaluation and supervision of our district especially in the areas of communication and treatment. I feel these two areas would improve the recruitment and retention of our staff.

As a staff member I hope that the board takes more interest in talking to or surveying the staff to see how things are going. I believe the evaluation of the superintendent includes the surveying of staff members, but I have never received a survey and neither has any employees I have asked. As a community member and a staff member I would like to hear more about our plans for improvement. I want to know if the improvement includes research based practices and includes training the whole staff. There has not been any training for the staff this year. For example, at the beginning of the school year there are two weeks of mandatory training which includes mandatory reporting of child abuse, web print packages and others. Well we have not yet received this training. There are typically trainings on board approved curriculum as well. It is my understanding that the curriculum adopted and paid for and noted with a key is not being used and new curriculum is being purchased. Another big concern of mine is what is being done to recruit teachers and staff. The staff that we have is incredible, incredible, not saying anything bad about the staff that we have, and we are all working hard to pull it together, but it is not complete. We feel the lack of filled positions and the lack of subs covering people that are out. Every day we are scrambling and it is a big concern. It seems that there should be better procedures and practices in place so that everyone in our school can be more effective. I appreciate you taking the time to listen and we can all work together to continue to make improvements for our community.

Christie Rider – Hello. I just want to follow up on my comments last time about the COVID Policy and my concern is, well, do we have a COVID Policy? What is our COVID Policy? Because we pushed school back for a week and I spoke then about my thought that that last minute decision was disrespectful to the families, the children, the teachers, everybody involved, yet we decided the day before, the afternoon before as kids COVID cases and other illnesses, so it feels like, and there was some of this that went on last year too, that it depends on who has COVID how we're going to deal with it. There should be a policy that we just go with. We are in our second year of this, it should be fairly simple, everybody should be able to refer to it, everybody should be treated the same. And I don't see that happening and I think that's just a small, you know I probably didn't even need to bring it up tonight but I think that's a small indication of what is going on widely through the school right now. You guys are I don't know I feel like we need help. We need people to oversee things, look at things, decide what we are doing. We need to get our act together and if there's ways that we can help with that then that's great too. But we've not let volunteers come into the schools since school started is my understanding because of the staffing shortage. When would you better need volunteers? Volunteers that are already on the list from previous years. Why would you turn away help? But yet were overwhelmed and teachers are over-worked and everybody has got too much on their plate. What's the answer then? If you're not looking for any outside help, what are you looking for? Because we're a month into school now and it just shouldn't be that hard to at least have consistent, simple rules in place that everybody can reference and follow. And take those kind of things off the plate and then deal with the bigger issues, you'd probably make life a lot easier.

Heidi Bernal – I am here more as a parent again from the last meeting and wanted to extend on some of the comments and unfortunately I had to left last meeting before it ended. I did understand that a lot of the concerns that were brought up it didn't seem like there was an agreement by the Board that really supported a lot of the concerns. So, coming back today and feeling still as a parent hearing things from my child coming into the school and still feeling that sense of the chaos and the what ifs and what are we going to do? We have a great school, we have great teachers I agree. Our teachers are great. When parents I think, I know I do, when I start seeing these big problems I want to see where the problem is. When we go to Board meetings and we know how decisions are made. People are starting

to wonder why is the Board not listening? We have a lot of the same complaints about the same thing and it doesn't seem like the Board is standing their ground. That's how I feel. That's how I feel as a parent. On regulations, on great teachers being brought here, on what's really going on. I, you know, I walked into an office that was really bad. I wanted to know do Board members go in? Do they visit the school? Do you walk in the office? Do you think, like we do? Are you really getting in there? That's what we'd like to see, because it feels like somethings either gonna go way bad before it goes better. So, I want to express that concern, so I really would like for you guys to listen to everyone. It can't be everyone else wrong and one person right. It's a general concern and it feels like we're gonna lose the school. Our teachers are gonna (garbled) and that's disappointing. So, I just wanted to be here again. I'm surprised there's not more parents. That's disappointing as well. It doesn't feel good seeing all the teachers leave, feeling the kids not know what's going on. There's rules changing, you know it's, there's lots. So, I thought it's important to let you know. And I think that's what parents and the community want.

Christie Rider – Can I ask you a question just procedurally? How do you...Where is there an opportunity for community members to speak to you guys? Not like a call to public, but like questions about things and how because at the meetings we can say what we say, but there's not a back and forth. Is there ever an opportunity for community members or are they to go one by one individually? I mean how are we supposed...

Linda Chapman - Your first stop is with the superintendent. He brings stuff to us.

Christie Ride – Ok and beyond that?

Linda Chapman – Then there's a procedure to come to us with anything.

Christie Rider – So there's never an opportunity that community members can just talk with you guys about school issues?

Linda Chapman – We have to be very careful, because if you talk to one and say Sara says something and something comes of it, then it's an Open Meeting violation. We have to be very careful. And you talk to him and you see it your way, but we don't know because we're not seeing what maybe you think you saw. And we're hearing one thing, but then we're seeing something else. And we have to be very careful because the policy, what the Board members can do, we have to stay under that. Or we can be found negligent and not then under the umbrella of protection if we step out from our duties. And you need to look at the responsibilities and duties with the policy. You guys know how to find it, Stephanie, and read what a Board member's job is.

Patrick O'Donnell – In the policy, Section K, the Community's interaction, there are two different locations there where you can fill out documentation and that will go to the Board. I don't remember the section letters exactly off the top of my head.

Christie Rider - Then is there never a way that goes back to the Board?

Linda Chapman – It would have to be given to use and there could be agenda item and certain topics we would be able to address. Others may mean we'd have to look at something before we gave you an answer.

Christie Rider – You guys do the agenda right.

Linda Chapman - Give any item you want to Mr. O'Donnell and then he and I want to do. Then he and I would develop it together.

Heidi Bernal – The earlier meeting time, when she brought that up, that would be great, too. I know a lot of parents would hope you consider that. Just a little bit earlier.

Sara Bunce – If you hadn't of mentioned that we would not have known the concern. Thank you all for speaking tonight.

8) New Business:

- a) Discussion/Action - Voucher Ratification: Payroll Vouchers 3&4, and Expense Vouchers 2222, 2301, 2302 Motion to ratify by P. Hageman, Second by J. Bruzzi; carried unanimously
- b) Discussion/Action – Approve YPS Governing Board Member Candidate Forum – Motion to approve the concept and have Mr. O'Donnell work to plan, prepare, and produce event by L. Chapman, Second by J. Bruzzi; carried unanimously
- c) Discussion/Action – Board Approval of Staff Conflict of Interest Forms – Tabled by J. Bruzzi motion, second by S. Bunce; carried unanimously
- d) Discussion/Action – Board Approval of Board Member Conflict of Interest Forms – Motion to approve by P. Hageman, second by J. Bruzzi; carried unanimously
- e) Discussion/Action – Board Approval of Board Member Travel to ASBA Delegate Assembly – Tabled by motion of L. Chapman, second by P. Hageman; carried unanimously
- f) Discussion/Action – Board Approval of Superintendent travel to participate in ASBA Law Conference - Tabled by motion of L. Chapman, second by P. Hageman; carried unanimously
- g) Discussion/Action – Board Approval of Adjusted Academic Calendar to correct Delayed Start – Motion to ratify the adjustment to the Academic Calendar for FY23 by S. Bunce, second by P. Hageman; carried unanimously
- h) Discussion/Action – Board Approval for Board and Superintendent Participation in County Meeting – Motion to approve by L. Chapman, second by S. Bunce; carried unanimously
- i) Discussion/Action – Board Approval of Regular Board Meeting day Adjustments (Fall Break, Spring Break, etc.) – Motion to set Regular October Meeting to October 3, 2022, Regular March Meeting to March 6, 2022, and wait on April Regular Meeting by J. Bruzzi, second by S. Bunce; carried unanimously
- j) Discussion/Action – Board Approval of Strategic Goals/Performance for Superintendent 2022-2023 Evaluation – Motion to set Superintendent's Performance Goals for FY 23 as:
- k) Discussion/Action – Board Approve on First Reading of ASBA Policy Advisories:*
 - Policy Advisory No. 712 — GBGB-R — Staff Personal Security and Safety
 - Policy Advisory No. 713 — Policy GCH — Professional/ Support Staff /Orientation and Training
 - Policy Advisory No. 714 — Policy IMB – Teaching About Controversial / Sensitive Issues
 - Policy Advisory No. 715 — Policy JLCB — Immunizations of Students. Regulation JLCB-R — Immunizations of Students
 - Policy Advisory No. 716 — (New Policy) JLDAB — Referrals to Other Agencies (New Regulation) Regulation JLDAB-R — Referrals to Other Agencies (New Exhibit) Exhibit JLDAB-E — Referrals to Other Agencies

- Policy Advisory No. 717 — JRR — Student Surveys (New Regulation) Regulation JRR-R — Student Surveys
- Policy Advisory No. 718 — Policy KI — Visitors to Schools, Regulation KI-R — Visitors to Schools (New Exhibit) Exhibit KI-E — Visitors to Schools
- Policy Advisory No. 719 — Policy KB — Parental Involvement in Education Regulation KB-R — Parental Involvement in Education Exhibit KB-EB — Parental Involvement in Education
- Policy Advisory No. 720 — Policy IHAMB — Family Life Education Regulation IHAMB-R — Family Life Education
- Policy Advisory No. 721 — Policy JLCB — Immunizations of Students Regulation JLCB-R — Immunizations of Students Exhibit JLCB-E — Immunizations of Students
- Policy Advisory No. 722 — Policy JLCC — Communicable Infectious Diseases
- Policy Advisory No. 723 — Policy GBGCB — Staff Health and Safety
- Policy Advisory No. 724 — Policy DIA — Accounting System
- Policy Advisory No. 725 — Policy IHA — Basic Instructional Program
- Policy Advisory No. 726 — Policy JLDA — School Counselors and Psychologists
- Policy Advisory No. 727 — Policy JICFA — Hazing Exhibit JICFA-EB — Hazing
- Policy Advisory No. 728 — Policy IKF — Graduation Requirements
- Policy Advisory No. 729 — (New Policy) Policy JJIA — Intramural Sports, Policy JJIB — Interscholastic Sports, Policy JJIB-R — Interscholastic Sports
- Policy Advisory No. 730 — Policy EE — Transportation Services
- Policy Advisory No. 731 — Policy EEAEA — Bus Driver Requirements, Training, and Responsibilities
- Policy Advisory No. 732 — Policy JF — Student Admissions
- Policy Advisory No. 733 — Policy IJL — Library Materials Selection and Adoption Regulation IJL-R — Library Materials Selection and Adoption
- Policy Advisory No. 734 — Policy IJNC — Resource Centers/Media Centers/School Libraries (New Regulation) Regulation IJNC-R — Resource Centers/Media Centers/School Libraries (New Exhibit) Exhibit IHNC-E — Resource Centers/Media Centers/School Libraries
- Policy Advisory No. 735 — Policy IMD — School Ceremonies and Observances

-Policy Advisory No. 736 — Policy IMB — Teaching About
Controversial/Sensitive Issues

- 1) Discussion/Action – Board Approval of Job Descriptions – Motion to Approve Job Descriptions as Presented by J. Bruzzi, Second by P. Hageman; carried unanimously
- 10) Discussion - Future Board Meeting Agenda Items – Adjusting Meeting Times, Discussion of holding a Work Session for Community Concerns/Input
- 11) Adjournment – Motion to adjourn by P. Hageman, Second by J. Bruzzi; carried unanimously

***Action Item**

As authorized by ARS 38:431.03, this public body, upon majority vote, may choose to convene in an executive session for the purpose of discussing items allowed by law. Upon official notice the officer, appointee, or employee may choose to hold discussion and/or consideration in open meeting. No final action can or shall be taken in the executive session. Items of business suggested by employees and patrons of the District will notify the Superintendent of the particular item of business at least four working days before the Board meeting (Young Public School Policy Manual- Policy **BEDBA**).

Minutes Approved October 3, 2022 _____

Linda Chapman 10-3-2022

[Signature]

10/3/22