



YOUNG SCHOOL DISTRICT#5

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Patrick O'Donnell, Superintendent

YOUNG PUBLIC SCHOOL GOVERNING BOARD WORK SESSION

Wednesday, September 21, 2022, immediately following Special Meeting- 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

AGENDA

- 1) Call to Order - At 6:02 pm by Ms. L Chapman with all Board Members present
- 2) Pledge of Allegiance – Lead by Linda Chapman
- 3) Adoption of Agenda - Motion Polly Hageman, Second Dave Megahey; carried unanimously
- 4) Discussion/Action – Board Consideration of Executive Session for Legal advice or provide direction to its attorney pursuant to A.R.S. Sec. 38-431.03(A)(3) and/or 38-431.03(A)(4) - Move to Executive Session for Legal advice or provide direction to its attorney pursuant to A.R.S. Sec. 38-431.03(A)(3) and/or 38-431.03(A)(4) – 6:07 Motion by Linda Chapman, Second Polly Hageman; carried unanimously
- 5) Discussion of community concerns regarding contract renewals and related employment matters - Linda Chapman - First of all a little guidance. Work Sessions follow the same basic procedures as a Regular Meeting. Discussion should be addressing the stated agenda item. If anybody strays from that I will stop you and we'll focus again. If multiple speakers have the same comments, we ask that you select a spokesperson. There will not be a time limit, however the speaker should be focused. We will ask that you raise your hand and we'll recognize you, everybody will be respectful of everyone.
Heidi Bernal – I can go first, however with that new direction you have just given, the community wasn't aware we were gonna stick obviously with the employment, so I have four pages worth of community questions and things that would be off topic from what you guys want to hear tonight, so if someone else would like to go real quick, so I can organize this, because I don't want to waste time.
Stephanie Rider – Would it be possible for her to go through that since its from the community and you can address the related things and maybe put the unrelated things on...
Linda Chapman – No we want you to zero in strictly. It has to be strictly to this item. That's what we're going to hear. The lawyer has been very specific with us and we need to stay in accordance with the Open Meeting Law.
Christie Rider – How did you come up with those topics and what happens to the rest of them?
Linda Chapman – I discussed with the attorney. We heard you talking about different things with employment and different things like that. This was what a majority of what we were

hearing, so the attorney suggested this could be a beginning spot, whether we need to do other sessions in the future, but we can't have a free for all and we all have lives besides just here, so we want to get something tied down. We can't take action on anything, but there may be some we will be able to discuss with you. There may be some items we cannot discuss with you, because you may bring some things up, but that doesn't mean we can answer them. Our first and foremost is to protect the district, so we will be cautious.

Speaker ? – So, will there be an opportunity for other concerns to be addressed?

Linda Chapman – It depends. We have to hear what they're saying. Some of them maybe have to be addressed at something later.

Heather Jackson - So you're saying you won't hear...

Sara Bunce – So that's at Call to the Public. The reason this different is the Open Meeting Law says we can only talk about what we described ahead of time that we would talk about. This agenda item is limiting. And so what we also have is Call to Public in our Regular Meetings, where you can tell us anything that's on your mind and bring that to the school board. But this one's different.

Lauri Skurka – Could you restate what you are willing to talk about?

Linda Chapman – Community discussion of contract renewals and related employment matters.

Lauri Skurka – I can address a concern with contracts with observations which is normal school practice. Observations and discussions about improvement. They are not taking place in our school. I think that's a true concern with out-going and ongoing employees. The employment review is standard procedure. Classroom observations, teacher evaluations.

Heather Jackson – I did a Call to the Public asking that communication be a part of the evaluation, which would be employment. I asked that communication be a part of the evaluation of our superintendent. Where are we at with that?

Linda Chapman – If you were here at the last meeting, that was one of the things that we have as one of the evaluation points. Mr. O'Donnell asked me to have that put on.

Heather Jackson - Where are we with that goal as a baseline and where are we headed?

Linda Chapman – Those are still being established. See we just established what the goals were at the last meeting, so we have not had time to get into that.

Heather Jackson – I understand that, so when we talk about improving communication, I feel like there need to be things that are measurable. Something other than "I tried" because that's not really measurable. So, when you are looking at that can you make sure it is a measurable goal about communication?

Linda Chapman – Yeah. Ummm. Okay.

Heidi Bernal – I'm gonna go through there's a few that are highlighted that I feel will be applicable enough. As a parent, when we see some issues that we've brought up over time with for instance last year Mr. Silverman there was some issues with him and some things. And I brought it to Mr. O'Donnell and of course we have a standard protocol of who we go to first. So, I brought personally some things to Mr. O'Donnell and I had written a hand-written letter. I asked specifically in the letter and I was with Mr. O'Donnell to bring that to the board. So, one of my questions is Mr. O'Donnell bringing you guys this information in regards to employment when parents ask or have issues? Are you guys seeing these things, because I felt very disconnected when I turned everything in and spoke to Mr. Silverman, there was a long bit of time before anything came up. I was never asked any follow-up, I was never given any follow-up. Ah, Mr. Silverman he was just not here any longer and my first question was did the board ever receive a letter from me from Mr. O'Donnell in regards to Mr. Silverman's employment and the issues with him? Are you guys receiving, do you guys feel you are receiving these complaints from the public, from the parents about issues from Mr. O'Donnell? So, I'm going to start, based on that as far as employment. When we come to Mr. O'Donnell, we have concerns, we don't feel we're getting heard necessarily. That's why I'm here, is the board. We next go to the board. Whenever I came in this year what spurred my interest, why you keep seeing me here, it's not because I have a personal

agenda, it's not because I have family members working at the school. It's because I have kids and I have grandkids and I want a school that continues to have teachers. When I came in on the day before school is supposed to start, there's no teachers for every grade, there's no classes set up, there's no schedule. My daughter didn't get a schedule for a week. That spurs" what's going on at the school with the teachers, with the employment, what are we doing?" So that's why I'm here. I want to make that very clear. We lost a lot of teachers. Are we getting them back? The community is watching very carefully at who we have here and who we don't. From our understanding it's Mr. O'Donnell's responsibility to hire, fire, what have you. Is that correct?

Linda Chapman – He writes recommendations to the board, but first of all you have to have people coming in to put in applications. That's where we're lacking. The schools in Arizona are all lacking teachers. It's not just us.

Sara Bunce – It's the whole country.

Linda Chapman – And it's the whole thing.

Heidi Bernal – What are we doing to get the word out? Are we just posting on our web-site or are we...?

Linda Chapman – No, he does that, but he goes beyond. He's made contacts with people he's known, trying to bring others, even trying to bring retirement, he's gone to try to get them to come back because they have the experience. But this is a small town, there isn't a Wal-Mart here and that affects a lot of people, because they're coming to a rural community and they don't do well here. You know or they drive the road in and they really don't want to be here, but, and I'm going to say this point blank, when you get a lot of turmoil, do you want to work here?

Heidi Bernal – And that's my next point. We had teachers hired, we have teachers now and we feel like we're losing teachers. We're gonna lose more because we don't have the communications, we don't have the trainings, we don't have, you know all these complaints you guys are hearing and fixing to hear more of. There's some lack of coming together at this school. There's a lack, I think< of what you are seeing and hearing from Mr. O'Donnell versus what teachers and students and everyone's going through on a daily basis. That's my personal opinion about where the lack is.

Linda Chapman – Sometimes you don't see, when he begins to get any type of parental input or something, we get emails immediately. And then what you don't see is what we discussed in Executive Session, which you're never going to be privileged to, but complaints come our, paperwork comes out, plans begin. There's a lot of things we know the background on that we can't share with you, but know he does not take this lightly and we are notified. We are notified, I'll be truthful, the one example you brought up, there were just as many that didn't want the man to go.

Heidi Bernal - When you have solid accusations, like I gave to Mr. O'Donnell and extended that to the board about something a teacher has done, as serious as I felt, that should have been handled right away. I've had children in schools all over the state. If I woulda went in and had that same complaint, Mr. Silverman would not have been in that school the next day until an investigation was done. I just feel things are done a little differently than they normally would be.

Linda Chapman – It wasn't taken lightly. It was not, but then I caught flack, me personally, by some of the parents, because he was let go, because they felt that their child felt he was good. So, we have to walk that in between and then Mr. O'Donnell, and I can't say what he did, but it was not taken lightly, and it was not brushed under the rug.

Heidi Bernal – From the parent's perspective, the length of time and what have you, I personally, I didn't want him teaching another day before you all got a full gamut. And I know that happens, and it's a little risky, when we have teachers coming in because we're lo desperate in Young, we it seems that we take just about anyone that will come and I don't think that's fair to our kids It feels that way. Maybe it's not.

Linda Chapman – Do you have some teachers that are willing to come up? We're open, I mean bring them on, because we're having trouble getting them. I hate to sound that way, but if you know teachers, have them come, have them call, have them anything, but there's a shortage and if you can work in a district where you can drive to a Wal-Mart or a doctor next door or something, do you want to come up here and fight our roads? Housing. Finding housing. Everybody was shuffling around holding houses, trying to find something if we got a teacher in, that's a problem too.

Heidi Bernal – That's understandable, and you know, we get concerns because we have teachers now and we don't want them to leave, because of whatever conflicts they're seeing that have been brought up continually. It just feels like nothing is getting resolved. I understand it takes time. You guys have a job, he has a job. There is a community. We're close-knit, you're getting bombarded. But I feel like the same complaints are coming to you guys about the same issues from multiple sources. I just feel like we've got to put some responsibility where it lies at some point. Are reviews being done? Are you guys really coming down, seeing the mood of the teachers, maybe do that, pop in. Don't do a scheduled visit.

Linda Chapman – You need to understand that we are limited in our scope. We used to have until COVID hit, and that stopped it, visitations and go to the classrooms, but it has to be marked as a Board Meeting, we have to be very careful. That's not what we're allowed to do. It sounds good and they used to do it a long time ago, but if your boss just pops in there and maybe that wasn't your best day and it's not a clear representation of what you can do, think how threatened they may feel. You have to be careful and not overstep, because we do have a lot of power. We hire and fire and it's not the best if anyone feels threatened.

Heidi Bernal – If I didn't have anything to hide, I would welcome you into my classroom any day. I don't think I'd have any problem with it. Even if I had a bad day, I think I'd be lined up well enough to have any Board member come in.

Linda Chapman – But not everybody is that secure, especially if you are a beginning teacher.

Sara Bunce – All the Board Members do come to things at the school. Mr. Bruzzi just MC'd an award ceremony in the school during school hours, Mr. Megahey and Mrs. Hageman were at the Open House, and Ms. Chapman is in the graduation photos with all the students.

Heidi Bernal – Events are one thing, but I'm talking about every day. I'm talking like a Tuesday after lunch.

Linda Chapman – And we have to be careful to not overstep. We might observe something, but not see everything about it. I know I've been in the office and seen something walk in and I know what I think I see, but is it my place to see what I see. It may not be in the best light. Maybe it was the day that something was just not right. I've seen things that kind of hang in my craw a little bit, but it's not my place to say. It has to come from him. He sees it every day.

Heidi Bernal – I see that, I understand, but we have a lot of people with the same complaints and concerns with who's in control.

Linda Chapman – I'm going to say something, because you're new here. I've seen some of the same bunch come together on the superintendents every year for several years.

Heidi Bernal – This is a separate issue from anything that's gone on with any other teachers. This is specific that's been going on over the past two years. We have to talk to you guys.

We have to, it's not just one of us, it's not just two, it's multiple. I don't feel like it's a manhunt here, I feel like we want people here, but we also want to see some changes. We want to see some give, some opening of the arms, let me listen to you, instead of this is what I think should be done. You're wrong, let's go on, we can lose teachers it doesn't matter we'll replace them later. We can lose them off the staff, it doesn't matter. I just feel like there is something lacking there that just has to change, with the whole staff. We're going to lose more, then what? We're gonna be shut down.

Linda Chapman – Sometimes we have more information or more things that we can't say, because it's protected, but there's more facts that come to us than what you see. And you set

and hear something, but there's more facts that we actually see that we can't openly discuss with you. And so I know that's not comforting for you to hear and it may not make you guys happy, but ultimately we have to do what's best to protect the district, too. We receive information, we see things, hands on and we make decisions based on that. Sometimes you will never see them. And you probably never would because it protects the person's employment records. I don't know how else to put it.

Heidi Bernal – I'll just read through this so you have it.

Sara Bunce – One of the important things is yes, we are listening when you bring concerns to us. I can't speak to your previous situation, but we do get information from Mr. O'Donnell, but a lot of the times once we do, then we can't talk about it, because it's somebody's personal, private employment business.

Heidi Bernal - Are you guys able to bring in the other teachers and employees and speak with them whenever you have special things that you can't discuss. Are you able to bring in the other parties and listen to their side of the story or is it simply for Mr. O'Donnell? Do you guys ask for that, require that, is it something you've ever done?

James Bruzzi – There is usually notice before an Executive Session, if it's about an employee.

Polly Hageman – There's six things we can discuss in Executive Session.

Linda Chapman – It limits what you can do or it becomes a violation. So we have to walk that careful line, because if we don't make the correct decision and sometimes we err on the cautious side, because lawsuits that develop out of this can affect the taxpayers, greatly.

Very truthfully, when you get a lot of turmoil, it feeds down to the kids, it feed down to the staff members. Polly and I worked here for years. You don't think you don't get a lump in your stomach when there's a lot of turmoil, because sometimes you make other employees in a position where you're wanting them to take sides and they don't want to be on a side. They just know how they're affected, how their employment is and they don't want to be drug into it, but it's hard to keep them out of it and they drag you in and sometimes the newer people get drug in its tough coming to work when it's like this.

Heidi Bernal – That's where strong leadership the top would come in on managing the feelings of the school and what's going on. If we had strong meetings, strong staff and togetherness and that could be maybe focused on by you guys down the line so that maybe they could figure it out themselves, so that we don't have to be down here. You know if there's some strong advising that way, if you can do that. Maybe that would help.

Christie Rider – But if you're only hearing it from him, and you don't feel like in certain situation you can go to the other party, that's not safe for the board to do, how do you know the truth, because...

Linda Chapman – He's more open than I think you guys realize with us.

Christie Rider - Well I don't know, when we hear in meetings him say things we know aren't true to you guys.

Speaker? – Are you going to bring her into Executive Session and let her speak?

Linda Chapman – We've had Executive Sessions with her before when we did her contract

....

Stephanie Rider – I'm glad we're talking about me and Executive Session and I appreciate the board's stance that we don't talk about Executive Session. It is very frustrating for me that there has been four different instances in the past two months where Mr. O'Donnell has shared specific Executive Session details with members of the public and also shared copies of my contract and copies of documents used in Executive Session. That is very concerning that there is no regard for that rule in law and what risk that the district have.

Heidi Bernal – I will say personally that day that I came in before school started this year to find out about the schedules and the teachers, and I went into Mr. O'Donnell's office to have this conversation, I had no idea anything about Stephanie leaving or being in the middle of an employment discrepancy until he brought it up and he told me about it in his office.

Christie Rider – Oh she doesn't either but he hasn't told her about it.

Stephanie Rider – Nobody's once from the Board or from Mr. O'Donnell spoken to me about the issues that you have at all, other than to send me some short letters that I'm not employed anymore period. Nobody will talk to me, nobody will even listen or acknowledge the other side of it. I'm not asking you to take sides. I'm asking you to get an investigation in here. A third party investigator to look at it, because I think there's too many things going on. That is what the district has done in precedence before and that is again what I'm requesting to do. Not only with my concerns, but also with this whole four or five pages of community concerns that have come together, that the community is trying to give you these concerns.

Linda Chapman – We are very locked in on what we can say or not say and you know Stephanie...

Stephanie Rider – And I appreciate that and I'm not asking for a response. I appreciate the rules, I appreciate that you follow the rules.

Speaker? – Why can't she go into Executive Session with you?

Linda Chapman - It would have to go through our attorney at this point with her.

Speaker? – Why does it have to wait until attorneys are involved on both sides, before you get this resolved? That does not make sense to me.

Linda Chapman – We have to be very careful. She's an HR specialist; she knows how careful we have to be. So, anything that we deal with Stephanie will probably be run through our attorney at this point.

Stephanie Rider – And I appreciate that, I was referred, I was told not to speak to you guys, to speak to the attorney who after three weeks just barely emailed me back and said he was informed by Mr. O'Donnell that I had legal counsel. I have never once said that, I have never once said I have legal counsel. So, he told me he was ethically unable to speak to me. So, I clarified and said I do not have legal counsel. I'm trying to solve this at the lowest level possible. Better than a lot of people, I understand the financial impact here. I understand the financial impact of me pursuing this further. So, I am trying my best to solve this at the lowest level possible and I'm going to keep trying to work at it, because I can't get any response or get anybody to work with me, but what I am getting is I am getting Executive Sessions where my employment was discussed, where I did not get a notice. I'm getting that discussed with members of the community, documents used in that Executive Session shown to members of the community, my contract shown to members of the community. I'm getting comments made in churches from board members insinuating how I did illegal things. There is so much going on because the board is refusing to hold any accountability to look into it or to do any investigation.

Linda Chapman – Okay, let's shut this at this point, because we're not going to get anywhere with this right here.

Christie Rider – Is anybody going to talk to her?

Linda Chapman – At this point, we would have to talk to the lawyer and advise to see, because at this point she is not an employee of the district. She's been notified of that.

Christie Rider – Ok if we take it outside of Stephanie, if Mr. O'Donnell has an issue with an employee of his, does he not have a responsibility to discuss that with him? When I asked him, why he had not discussed with her when he found this partially unsigned document in a file, his answer was I don't know. Well you went to other people that did not have contracts, who worked a good majority without a signed contract, and asked them to sign it.

Stephanie Rider – And there are currently people working without correct signed contracts, people who worked this summer without correct signed contracts. So, I'm the one without a job because of some discrepancy that nobody will discuss directly with me.

Linda Chapman – Okay, at this point, let's just leave it at this. We'll contact and see with the attorney what he advises. We have not done anything regarding you without attorney advice. And, I'll share a question from the attorney to me; "Why is Stephanie's mother doing this for her, when Stephanie is a grown woman, an intelligent, grown woman?"

Christie Rider – Well let's ask Mr. O'Donnell. He obviously told them that I was in your office and we discussed it.

Linda Chapman – No, the attorney told me that evidently a call...

Stephanie Rider – No I told the attorney that my mom went in to do an information request.

Linda Chapman – That's where I heard it was from the attorney.

Stephanie Rider – Let me explain, let me explain then. I told the attorney that my mom went in for an information request. She said she told Mr. O'Donnell that she didn't want to discuss me at all. He proceeded to show her Executive Session stuff, to go over all this stuff about me, to explain to her that the board is the one that wanted me gone. Not him. I was the best person he ever worked with. He didn't want me gone, the board wanted me gone. And that was a board decision and I can't find a motion about that anywhere. That he wanted me there.

Christie Rider – I asked him to put it in writing to the board, he said no. I asked if she had ever lied, stolen, cheated, any of these things. Does this look like her, this one issue that you have look like something Steph would do? NO, no, no, no, no. I've stood in front of everyone and said she's the best financial manager ever. So, I said then why would somebody not talk to her? That's how involved her mother is.

Stephanie Rider – So, I shared my concerns about things being shared with my mother about my contract in Executive Session. That's what I told the attorney.

Christie Rider – Which by the way is the third person I know of that's seen it.

Janet Seeley - I have had phone calls at my store, I've had people come in, because you know that is where the gossip rumor mill is. Patrick O'Donnell has shared Stephanie's contract with people, talked about white out, talked about how he would love Stephanie back in, but it's the board's decision. You guys are the one who made the ultimate decision. I also have employees come and speak, I have had parents come in and speak. I have gone over the protocol, since I've been through this craziness in the past. My kids were in school. I may not have done a good job, because it was never explained very well to me. Go to O'Donnell, go to the teacher, go back to O'Donnell, fill out the paperwork. I also request that there needs to be an investigation for many other things besides Stephanie's contract. There are some employees that would probably like to speak and have an investigation done. There's a lot of concern. As you know my kids aren't in there.

Christie Rider – Stephanie's mother is on the tip of this and that was just Friday or whatever day it was. I've stayed out of it and the whole town is spinning on it. Well the whole town is being shown some different things out there and in the end I come back to saying how silly is this? It is not cutting off your nose to spite your face that somebody wouldn't have said "explain this to us?" At the same time we have an employee who says they watched him cut and paste and white out her contract

Linda Chapman – Then why didn't that person come forward?

Speaker? – Because they were threatened for their job.

Stephanie Rider – Okay, so unrelated, new topic. There have been fourteen staff members that have left the district, since Mr. O'Donnell started. Have we done exit interviews with any of the fourteen? I mean we're talking about a teacher shortage, a staff shortage and our district has lost fourteen. We're not doing exit interviews with any of them, the board's not, we're not finding out why they're leaving. We cannot afford to lose that many staff members. We have a science teacher that was told he would be offered a science teacher contract. He took all the science curriculum home to work on lesson plans. He called to follow up after the August meeting to find out that he wasn't needed. He was told that we were not hiring for a science teacher, that we didn't need any other teachers and that he was not needed. So, he brought the curriculum back. He shared that he informed Mr. O'Donnell that he was coming to bring the curriculum back, when he would be here, he came back to a completely empty, open school. So he dropped off textbooks and was very shocked to hear that we have a shortage because he's told we don't need, he's a highly-qualified science teacher. There's things like this happening. We have applicants, we have people that are wanting to be here. So, I think we need to do something that we're changing getting them to stay once they come, because fourteen employees leaving is way too many.

Linda Chapman – But some of those employees retired, one moved with in open meeting they told why they were leaving to us.

Speaker? – Those brand new teachers that signed a contract. They wanted to be here. They were excited. I talked with them out here. They wanted to be here.

Lauri Skurka – The school board is elected and they represent our community, but I also understand that the school board needs to protect our school, but I find a defense of actions instead of listening, and you represent our community and our school is the most important part of our community. My kids went to Globe schools and I can't tell you how many people I have respect for. And that is the problem. There seems to be a disconnect between what the community wants and your defense of what we have. I don't think it's a personal criticism, but we seem to be stuck on defense as opposed to (garbled).

Linda Chapman – I understand what you're saying. Any other board members have a comment or input?

James Bruzzi – I think all these things take time. Perspective, patience, as much as everyone can have the more the better it's going to be. I think everybody is working toward the same thing.

Lauri Skurka – How about a site-council? You know, employees, parents, Mr. O'Donnell. And Mr. O'Donnell still speaks to the board. They could work on some of the nuts and bolts things without the hoopla and stuff with Executive Session and stuff.

Linda Chapman - His position is hard, because he has to look at the entire district and you've got people who sometimes, and I know I was guilty of it when I worked here, when a new person comes in and they look at everything see maybe where we're lacking and see where we need to head, but some don't want to try new things. And very truthfully, he's the one that has to make those directions, and people don't want to follow them sometimes. Too often, you start to see a gathering of the troops to counter the change and...

Amy Farrow – I'm concerned that the Board seems to focus on the district and not the students. I'm also concerned that one person seems to have so much power, because of all the jobs. Superintendent and Principal and HR and financial person. I used to be in business and you never gave that much power to one person. How is that okay with the board, that one person has all of that power. I would be concerned about the staff, the teachers that they feel safe, so they can be great teachers for the kids and they can't be great teachers if they don't feel supported.

Linda Chapman – He was having to do this many roles because we are in the process of filling the jobs. He was thrown into it, because the work still has to be done.

Speaker? – Doesn't that look wrong when there is so many vacant positions?

Sara Bunce – There are things that you aren't able to hear about how these positions became open, because we are to protect the employees information.

Christie Rider – Well first let's make sure that we know. He requested to take HR away and that was done with the agreement of the board. So, the only thing he's got is some of the financial stuff.

Sara Bunce – Someone is the Superintendent and the Principal was also doing financial stuff, but all the reasons in discussing that we cannot share. But, yes, that is not the operating procedure we want. We have a position to fill.

Linda Chapman – The positions will be advertised and filled. So far we have hired a business clerk doing payroll and accounts payable. And we have an office person who during the summer doesn't work and that person is back. So, you have to cover certain things that way.

Debbie Haverland – I was in Globe school district for 31 years. I served on many hiring committees and it's always the same. You try to hire the local people first, because they want to be here. I mean she's building a house. She plans to be here. Don't you think there's a way that the adults and the board and Stephanie can sit together and work things out? We expect our kids to work things out, instead of just releasing her with no information. She

turns in her contract signed, it disappears or whatever happens to it. And no one wants to talk about it.

Heidi Bernal – There is no way that someone who's building a home and wants to work here would flub up a contract situation that badly and lose her job. You said it yourself, she's smart. That's why, when I found out from him that she wasn't coming back, I said okay what did she do, she had to have done something. And then when we come to meetings, the parts you can share doesn't seem to be anything that she did deserves termination.

Linda Chapman – We did not terminate her.

Speaker? – You didn't sign her contract.

Christie Rider – Yes they did.

Speaker? – Did you?

Linda Chapman – Yes we did.

Speaker? – He said he's fired her.

Patrick O'Donnell – I did not. I've been told multiple times that I said that, but it's all lies.

Janet Seeley – Last year contracts were not signed and that's okay. This year contracts were not signed and it's not. Fingerprint cards were not in, but they worked over the summer right Patrick. Follow the rules Patrick.

Christie Rider – There was a signed contract, just because it can't be found doesn't mean there wasn't.

Speaker – It just seems to me that our board, our superintendent is not required to renew her contract. She wasn't terminated...

Speaker – They offered it to her.

Linda Chapman – We negotiated a contract with her

Christie Rider – And they signed it.

Stephanie Rider – Again, I'm just requesting an investigation into it. I mean I don't want to put you guys into a bad spot and talk about Executive Session stuff. But I am asking that you start an investigation.

Linda Chapman – So noted, go on with your next one.

Heidi Bernal - I'll do these two. The superintendent had new job descriptions approved by the board. Were job descriptions for all jobs completed? Are the staff involved in this process? How are updated job responsibilities being rolled out after contracts are in place and the school year is started? Do we know how the staff feels about this? With all the concerns and complaints about the superintendent, how was it that the board assigned him the HR responsibilities?

Linda Chapman – The HR duties have always been under the superintendent. He had the responsibility for personnel and someone else did the paperwork. That's always been the way it was done here. That eliminates if there's an issue with him, then there is another process.

Heather Jackson – But where is that at, because I was never told that. I've worked here four years and I've had an HR person outside of superintendent.

Linda Chapman – It's always been the superintendent that handled it. Always.

Heather Jackson – It's not written down and it's never been communicated. I'm not saying it has to be written down, but it's not been communicated either. And I've had my fair share of problems, and I know you know that, and I've tried to follow procedures a lot. I've done what's written down. I'm just saying if that's the case, that's not been communicated.

There's not a clear process.

Heidi Bernal – Staff members are consistently told that superintendent controls the board and will tell them to ignore or delete concerns or complaints. What is the board's feeling on that? Why is the district not rehiring the business manager that is highly-qualified? Did the board or Mr. O'Donnell ever meet with the previous business managers and was due process followed? Is the staff survey or opinion not included as part of the superintendent's evaluation?

Sara Bunce – I went over the surveys from last year that went out. The general satisfaction surveys and reviewed the numbers on those. I didn't bring them tonight, but the numbers are pretty good. That information is available by public information request.

James Bruzzi – We made a goal to do all stakeholder satisfaction surveys twice this year. So that should help provide some feedback.

Linda Chapman – And surveys are not signed, so...

Heidi Bernal – I think that question is asking about opportunities for the staff can give feedback while being anonymous. So....there isn't a retaliation. Are there exit interviews when people leave. How the superintendent's goals measurable? There should be data to support outcomes. The rest of this is not applicable to the agenda item.

Linda Chapman – Okay, any other questions, concerns?

Heather Jackson – I do have a question. So, there have been a lot of questions asked, but not answered. Are these going to be answered at some point?

Sara Bunce – That's what I was trying to say about protecting the district. There are some things we can't talk about. So, I might know the answer to your question, but am not sure if I can say it because I need to make sure that I'm not sharing information that is not mine to share.

Speaker? – So, do the people that brought questions give them to you for the record? I didn't see anybody writing down questions....

Sara Bunce – We have an audio recorder and it's transcribed into minutes.

Heidi Bernal - That is one thing, some of the minutes I had to request from the office. I wanted July, August and September. September wasn't finished yet. I have been to some of the meetings and noticed that some of the minutes don't line up. Do the minutes get transcribed from the audio? Or are the minutes generalized?

Linda Chapman – It isn't transcribed. It isn't required to transcribed. And actually, attorneys tell you not to transcribe. You take what is said and then write a synopsis.

Patrick O'Donnell – The Call to the Public is copied verbatim from the tape and put into the minutes.

Christie Rider – The letters that are read...

Patrick O'Donnell – Anything that is verbally read into the minutes, is typed verbatim from the tape into the minutes.

Heidi Bernal – Are you frustrated by that question Mr. O'Donnell?

Patrick O'Donnell – No. I'm frustrated, because the attorney told me not to address anything, but to allow the Board to address you. Unfortunately, not everything that has been stated today is factual or completely true.

Speaker? – That's bull.

Patrick O'Donnell – The documents I shared were documents I printed off the internet. They were put out there into the public.

Katie Clemmer – I'm an example of my letter in June not being in the minutes, which I addressed in my next letter when I read it.

Colette Zienka – Just a question, because I sometimes type the minutes. They do or do not have to be attach the items given?

Linda Chapman – Yeah, they are to be attached as back-up for the minutes. Here, I have the Policy for Minutes. Let's read it: Written or recorded minutes should be taken for all regular and special Board meetings, including Executive Sessions and shall include the information required by A.R.S. 38-431.01. The written minutes or recording shall be available for public inspection three (3) working days after the date of the meeting, except for confidential executive session minutes. Written minutes or a recording not yet approved by the Governing Board shall be marked as "draft" or "unapproved." The minutes or recording shall not be withheld from the public pending approval and must be in a form readily accessible to the public. Copies of unapproved written minutes, in print or digital form, shall be distributed to all Board members prior to the next meeting. The Board will take action at a subsequent meeting to amend and/or approve the written minutes. The Superintendent shall

oversee the preparation of written or recorded minutes of all executive sessions, as required by A.R.S. 38-431.01. The Superintendent will provide confidential copies of unapproved written minutes, in print or digital form, to all Board members prior to the next meeting. The Superintendent shall assure that permanent archival files of all approved Governing Board meeting minutes and related required materials are maintained in accordance with A.R.S. 39-101 and standards established by Arizona State Library, Archives and Public Records (ASLAPR). Regular and special Board meeting minutes shall be filed separately from executive session minutes. So, anything we're given will go in the basket. I'll read the second one to. For meetings other than executive sessions, minutes are to contain at *least* the following information: A. Date, time, and place of meeting; B. Members of the Governing Board recorded as either present or absent; C. General description of the matter considered; D. A record of how each member voted; E. An accurate description of all legal actions proposed, discussed or taken, and the name of the Board member who proposed each motion; and F. Names of the persons, as given, making statements or presenting material to the Governing Board and a reference to the legal action about which they made statements or presented material. So, that covers it.

Colette Zienka – I was asked why some papers weren't included and I was just wanting clarification.

Patrick O'Donnell – Clarification from the attorney may help.

Linda Chapman – Okay Colette, we'll just need clarification from the attorney.

Christie Rider – So, if somebody said something happened to the contract, how does someone go forward if they want to share about cutting and posting on a contract? Who do they go to? If they are concerned about their job if they go to the superintendent? What do they do?

NOTE: *It is noted that during the Call to Public, there was a conversation between Board President Linda Chapman and YPS Staff Member Heather Jackson. This conversation was not directed to the Board as part of the Work Session, so it was not transcribed into the Minutes, but a document of the conversation was shared by Mrs. Jackson to become a part of the official Minutes record.*

Linda Chapman – I can talk with the attorney to see what he says. Any other questions? Okay, do I have a motion to adjourn? Adjournment – Moved by Dave Megahey; Seconded by James Bruzzi. Carried unanimously at 8:05 pm.

- 6) Linda Chapman suggested the meeting re-open because the Executive Session was forgotten – Move to re-open meeting by Polly Hageman, Seconded by Dave Megahey; Carried unanimously at 8:05 pm
- 7) Discussion/Action – Board Consideration of Executive Session for Legal advice or provide direction to its attorney pursuant to A.R.S. Sec. 38-431.03(A)(3) and/or 38-431.03(A)(4) - Linda Chapman Board Consideration of Executive Session for Legal advice or provide direction to its attorney pursuant to A.R.S. Sec. 38-431.03(A)(3) and/or 38-431.03(A)(4) – Moved by James Bruzzi, Seconded by Sara Bunce; carried unanimously at 8:06 pm
- 8) Discussion/Action – Board returned to Open Meeting – Moved by Dave Megahey, Seconded by Linda Chapman; carried unanimously at 8:41 pm
- 9) Adjournment – Moved by Dave Megahey, Seconded by Linda Chapman ; carried unanimously at 8:42 pm.*

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).

Attendees: _____

Minutes Approved on April 10, 2023: _____

Linda Chapman

4-10-2023

Sarah

4-10-2023

Pen Bell

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