

SANTA CRUZ VALLEY UNION HIGH SCHOOL DISTRICT #840
GOVERNING BOARD SPECIAL MEETING/ WORK SESSION MINUTES – April 18, 2023

DATE/TIME/PLACE

The Santa Cruz Valley Union High School District Governing Board of Education held a Regular Board Meeting beginning at 6:00 PM on Tuesday, April 18, 2023 in the Santa Cruz Library, Community Room which is located at 1000 N. Main Street in Eloy, Arizona.

CALL TO ORDER

Mrs. Ogle called the Special/Work session meeting to order at 6:02 pm and led the audience in the Pledge of Allegiance.

THOSE PRESENT

Brandi Ogle, President, Liz Flores, Member, Emilio Ysaguirre, Member, Jerry Olveda, Member, Billy Brown, Member, Chrystal Reyes, Superintendent, Sharon Rodriguez, Business Manager, and Sherry Eisler, Administrative Assistant were present.

SPECIAL BOARD MEETING

PERSONNEL ITEMS

1. Discussion/Approval/Disapproval of payment of Retention stipend to highly qualified teachers in the hard to fill positions for science; Kathy Oritz.

Mr. Ysaguirre MOVED to approve of payment of Retention stipend to highly qualified teachers in the hard to fill positions for science; Kathy Oritz, with a SECOND by Mr. Olveda.

MOTION CARRIED: Mrs. Ogle – aye; Ms. Flores – aye; Mr. Olveda – aye; Mr. Ysaguirre – aye; Mr. Brown - aye

2. Discussion/Approval/Disapproval to approve Head Coaches for FY 23/24.

Mr. Ysaguirre requested clarification if any coaches were approved at the last meeting. Mrs. Ogle stated no, the agenda was tabled. Mr. Ysaguirre asked if the work session is to change how coaches will be presented to the board. Mrs. Ogle stated to set a standard procedure for the future hiring of coaches. It was discussed how coaches were presented to the board in the past and the many changes that occurred.

Mr. Ysaguirre MOVED to approve Head Coaches for FY 23/24, with a SECOND by Mr. Olveda.

MOTION CARRIED: Mrs. Ogle – nay; Ms. Flores – nay; Mr. Olveda – aye; Mr. Ysaguirre – aye; Mr. Brown - aye

WORK SESSION

1. Coaches Handbook

Mrs. Ogle stated she felt with new board members and administration this was an opportunity to establish new procedures for coaches. Mrs. Ogle had questions for the attorney. Ms. Flores asked when the handbooks for the next fiscal year would be submitted to the board. Mrs. Ogle stated she requested the handbooks be submitted earlier than normal for review and discussion. Mrs. Reyes stated the handbooks will be presented in May. It was discussed in the past handbooks were submitted later in the year and had to be approved quickly.

Mrs. Ogle called the attorney, Lisa Ann. Mrs. Ogle asked about board policies on the definition of At Will employees vs. Term employees. It was Mrs. Ogle's understanding, reading the policies, all paid employees would be considered a term employee. Lisa Ann reviewed the policy GDB – Support Staff Contracts and Compensation and agreed with Mrs. Ogle about the definition. Lisa Ann went on to say, if an employee is provided with a contract, the district can provide a document stating the person is being hired as an At Will employee and depend on what the document states. Mrs. Ogle asked since Lisa Ann has reviewed the contracts, do the contracts fall in line with the policy? Lisa Ann asked if she was looking at a particular contract. Mrs. Ogle stated the coaches. Lisa Ann explained that the coach's contract, as stated, is not a true At Will and can be canceled upon three days written notice which is different from the other agreements. Coach's contract is for a certain duration and that would be for the end of the season. Mrs. Ogle stated her question was regarding GDQD- Discipline, Suspension, and Dismissal of Support Staff Members. The policy states the district cannot do away with a term employee unless it is approved by the board. A term employee cannot be terminated but would need action from the Governing Board. Terminating is different than the contract running out. Mrs. Ogle stated going forward, once the season is over, the coaches would not be allowed to come on campus unless a new contract was provided. Lisa Ann agreed with Mrs. Ogle. Mrs. Ogle stated the perception board members had is the coaches had a contract for the year and that is how the school has been operating. Mr. Ysaquirre stating the wording needs to be revised to reflect the season and Mrs. Ogle agreed. It was discussed and agreed that each sport would have a separate contract.

The board members and Mrs. Reyes discussed the duties of the Summer Weight coach along with a separate contract that is issued to that position. Mr. Brown commented the contract is approved in the fiscal year but the contract dictates the season. Mrs. Reyes suggested placing beginning and end dates in the coaches' contract. Mrs. Ogle clarified with Lisa Ann that it is not necessary for the board to approve coaches' resignation/termination unless the resignation occurred during the season. It was discussed and agreed if coaches wanted to have an open field or practice, they would need to be approved as a volunteer.

Ms. Flores asked for clarification whether coaches could coach and be involved in a club for the sport at the same time. Mr. Ysaquirre stated that was the rule. However, wrestling was not included with the rule. Mr. Ibarra commented that he would look into the AIA ruling. Mrs. Ogle thanked Lisa Ann for her assistance.

Mrs. Ogle stated coaching staff and volunteers will be on separate agendas. It was discussed and agreed to keep the basics of the contracts with the exception of football, which has two seasons.

Mrs. Reyes stated volunteers are not placed on the agenda for board approval until all background checks are completed and accepted. Mrs. Reyes submitted a checklist which was used by Ms. James when she was an AD in 2015. It was discussed that it would be the coaches responsibly to complete the checklist, submit it to the AD and AD would notify payroll that a check could be issued to the coach.

It was discussed whether each individual coach/sport should be approved separately or as a group. It was agreed each sport coaches would be approved as a separate item. Mrs. Ogle stated it was discussed in the last meeting. Mr. Ibarra would not bring coaches for board approval until an evaluation had been conducted. It was discussed when to bring coaches to the board for approval. It was agreed coaches would be brought to the board in May and June.

Mrs. Ogle stated procedures were not followed by the previous administration and no evaluations/contracts should be kept in a different department other than human resources. Mrs. Reyes stated there were no teacher evaluations since 2017 along with the online system which was used, along with certificates the teachers earned.

Mrs. Ogle asked if coaches are signing contracts before the season starts, or are they being asked to back date. Mrs. Reyes explained coaches were asked to come in to sign contracts before their season and some coaches did not come in, so coaches were asked to back date contracts. Mrs. Ogle recommended a new procedure for all coaches. They will not be allowed to coach until the contract is signed. Mr. Brown agreed with Mrs. Ogle's recommendation, and suggested coaches are given a time limit to sign and if they miss the date, they forfeit their coaching status.

Mrs. Ogle asked board members and administration if they had any concerns or recommendation going forward in the process of hiring coaching staff. Mr. Ibarra stated he has been working closely with Mrs. Reyes, Mrs. Rodriguez and Ms. Ibarra to discuss different issues and they worked on the coaches' checkout list. Mrs. Ogle asked Ms. Ibarra if there was a procedure to help her in HR. Ms. Ibarra stated Arizona is an At Will state, which means a company can term an employee at any time. She went on to say; she advised management to document at all times, even conversations.

It was discussed that volunteer coaches would not be under the same guidelines about signing a volunteer agreement. However, paid coaches would be given a timeline to sign their coaching contract.

Mr. Brown asked Mr. Ibarra if he was required, by the AIA, to attend all games. Mr. Ibarra stated he is required to attend all games and play offs.

The board agreed they would submit the changes in the coaches' handbook and submit over to Mrs. Reyes.

Mrs. Ogle inquired about the status of the uniform policy. Mrs. Reyes stated she was not in favor of uniforms at the high school level. She went on to say, students who pay for the casual day, wear sweats, shorts or pj pants.

It was discussed about a deadline date for handbooks, especially for student handbooks.

Mrs. Ogle asked if the board would need to vote on the new procedures. Mrs. Rodriguez stated no, district will work on them. She asked the board if they would like to see the procedures after they have been written up. The board stated yes.

Mrs. Reyes stated she would conduct a parent survey regarding the uniform requirements. Mrs. Ogle stated, in the past, surveys were conducted with little parent participation but if the district felt it was beneficial, she had no objection.

Mrs. Ogle asked if it was necessary to have students wear an ID. Mrs. Rodriguez stated it was an easy way to identify students and for security. Ms. Flores stated she did not want students to be allowed to go home to retrieve their ID's. Mrs. Reyes stated parents had to check the students out first then return with the ID.

Ms. Flores asked about the fake weapons on school grounds. Mrs. Ogle voiced her opinion about bringing fake guns to school, and that the police should be called every time. It was discussed that the police would be notified whether it was a real or fake gun. Mrs. Reyes stated when the community is listening to a police scanner, and a gun is mentioned, there is a panic in the community. Mrs. Reyes stated she contacted the authorities when the science department was exploding pumpkins.

ADJOURNMENT

Mr. Ysaguirre MOVED to adjourn the meeting at 7:23 pm; with Ms. Flores SECONDING the motion.

MOTION CARRIED: Mrs. Ogle – aye; Ms. Flores – aye; Mr. Ysaguirre – aye; Mr. Olveda – aye; Mr. Brown - aye

GOVERNING BOARD MEMBERS:

Brandi Ogle, President

Elizabeth Flores, Vice President

Emilio Ysaguirre, Member

Jerry Olveda, Member

Billy Brown, Member

Date Approved: _____