

Pinon Community School
PO Box 159
Pinon, AZ 86510

Regular School Board Meeting
July 14, 2015

- I. Mr. Bill Yazzie called the meeting to order at 8:39 a.m.
- II. Invocation was provided by Mrs. Seanna Benn.
- III. Roll Call: The meeting started with three (3) Board Members and Mr. Jeffrey Mike joined via telephone.
- IV. Adoption of Agenda: Mrs. Evelyn Meadows motioned to adopt the Agenda with adding June 09, 2015 meeting minutes and request to defer it to the next meeting and three (3) additional items. As Item #6, under Personnel Item, Consideration, discussion and possible action to offer contract to Medical Assistant, as Item #10, Under Action Item: Approve to hire both Speech/Language Pathologist and Physical Therapy, and Item#11, to advertise Request for Proposal for Occupational Therapist and School Psychologist. Mr. Peter Sage seconded the motion. VOTE: 3 in favor, 0 opposed, 0 abstained.
- V. Reading of Minutes: Mrs. Meadows highlighted the Special Board Meeting of June 24, 2015. That meeting was called to order at 10:10 a.m. Invocation was provided by Mr. Yazzie. All four (4) Board Members were present. Agenda was adopted with two (2) additional items. Presentation was provided by Mahoney Insurance Group. Recess was called at 10:40 a.m. due to fire alarm. Meeting was called back to order at 10:50 a.m. Report was provided by Carol Davis, MIP Consultant. She provided details on what needs to be done to make correction. There were four (4) old business items that were acted on. There were six (6) new business items under action. They were discussed and acted on. There was one (1) Personnel item that was acted on. Meeting was adjourned at 2:14 p.m. The June 09, 2015 is in draft and more clarification needs to be made. Mr. Sage motioned to accept the Special Meeting minutes of June 24, 2015. Mr. Yazzie seconded the motion. VOTE: 3 in favor, 0 opposed, 0 abstained.
- VI. Report from MIP Consultants: Is she here? She's on her way. Did Mr. Jimenez write a report? No.
- VII. Monthly Report:
Seanna Benn, Acting Principal: Mrs. Benn thanked the Board for having the confidence in her. She learned and seen a lot. Her report is off the exit report from the previous Principal. Her report in the first column has what the Principal wrote; second column is the status and the third column and what she has done. The Principal and Business Manager are still vacant. The law firm, Samantha Kelty called back and confirmed that she will be working with us. The financial copy that was sent is for School only. That can't be shared with other entities. The Erate was submitted but doesn't know the status of that. There were several documents that came in for the IT. Emmalene is still working with the MIP. She did do some drawdowns. We did get some money awarded to us but that has come into the system yet. June bank reconciliation isn't done yet. Business Manager moved out. Mr. Benally checked out with Lorraine Yazzie on Friday. Special Education Teacher is still vacant but there is one application and is incomplete. This same person also applied for Principal, too. Her first choice is

Principal. The Navajo Language and Culture curriculum hasn't been made. Teachers worked on the Reading so that will have to happen during the School Year. They did finish the unwrapping of the Standards. For reading alone, there are 61 standards. What they did is take one standard apart, what does it mean? What is it actually asking for? What are we suppose to know? Where is the thinking? How is it going to be used? What big ideas are the students suppose to learn? The next one is essential question. The teachers have to come up their own questions. Then they had to determine how their student is learning. These standards are very broad. What are the vocabulary and objectives? They also did for Pre-Kindergarten. The breakdown, the questioning was not completed but they will continue to work on it. Who is taking the lead to finish it? They didn't say so if there is a Lead Teacher, then that would be the person. Teachers went to the Singapore Math and one went to the DIBELS. They are working with Orlanda Platero. What is the projected time for them to let us know? She didn't say. AYP, we won't know until August 2015. Baby Face program, we are going to First Things First. Baby Face will continue to pay into the month of July 2015. The agreement between both entities is still going. Funding is allocated for us. The Vehicle will be here up to the end of August. A letter came from Special Education saying we aren't in compliance in School Year 13-14. Mrs. Benn did take care of it and she doesn't know what happen to it. She is working with Eugene Lewis on this. She will correct this before she leaves. A person was interviewed for Residential Manager. Recreation Coordinator and one Security resigned. That is on the Agenda. Equine Therapy, things needed to happened. Mr. Terry Tso went today to meet with the main people. The 21st Century money needed to be zeroed out by June 30. There is some money set aside to purchase computers. Native Innovation will do this. Partnership with Health already scheduled some dates. GONA said there is a limited seating. Mrs. Benn also asked Mrs. Rachel Yonnie to scan the Accountability Report for Residential Program and she was told that the report was very vague. The Residential Manager also sent out Children Incorporated report. Who's taking over this? Ms. Colleen Francis. Cafeteria, everyone is returning. The Breakfast and Lunch Program was very successful. We need to better on recruiting during that time. Transportation has one (1) vacant position but request to hire is on the Agenda. School Vehicles and GSA's are ready. Three (3) bus drivers are on training this week. For Facility, one Maintenance worker is still out on leave, we do have one substitute in that position, one (1) Security resigned, and we do have a substitute in that position as well. The plans that were submitted to Mr. Benally were review and things were prioritized for that program. Mrs. Benn was concerned that many of the Supervisors do not know that programs that they work with that provides money back to us. A lot of the Supervisors need to know their program. The Residential Manager did not input a lot of the attendance so she had to tell Colleen Francis to do it. She had to tell different people to do this and that. The teachers need to do their own attendance but Colleen does that, too. Is that supposed to be in the position description? The only one that was update was Colleen Francis'. Maybe next meeting, we need to add those. Who does the mileage? Emerson Joe and Juanita LaPahe. But is sounds like not everything was encoded. What would the Administrative Assistant for Facility be responsible for? The time that position was created, she was suppose to help with the mileage for transportation. Pull the Administrative Assistant and the Bus Driver/Office Assistant's Position Descriptions to be reviewed. Mr. Sage recommended on having the Supervisors become familiar with the systems that are being used. Based on these observations and what she seen, a lot of these classified personnel are taking on their Supervisors' responsibilities. The ladies in the office are doing a lot. They are doing overtime and are taking work home to stay on top of things. Mrs. Benn requested for some sort of compensation for them because they are doing a tremendous job. She is also concerned about segregation of duties. The Business Technician is charging and paying. The AA takes her minutes home. She tries to start here but we demand her to do other things. She takes a lot of her work home. Lorraine Yazzie is the same way. She is a perfectionist. For Ms. Francis, she should look into technology that could transcribe the English speaking part for her. For

Transportation, the Inventory Clerk, Rhonda Mina jumps up and is very helpful. She is very knowledgeable about things. She did things for Transportation and she would be coming in late from getting the vehicle serviced. The Warrior Fest Activities will happen, but where is the funding coming from? We know that not everyone will volunteer especially when we have speakers. The Office Staff also cleaned out and filed the Business Manager's office. NCA from Window Rock called and they would like to be a part of the Orientation. Evelyn T. Bahe wants to present. Mrs. Meadows thanked Mrs. Benn for her report and this is the real reason why the Board had confidence in her. Mrs. Benn shared with the Board regarding some questionable items. Two months ago meeting, did the Wells Fargo Line of Credit account been closed? That has to be done by the signers and Mr. Benally was going to close it but we still are getting statements. How can we close that? They want signers so Mr. Mike and Ms. Francis can close that. Mr. Mike will stop by a Wells Fargo and ask if that account is still open and what we need to do to close it. Did Mr. Sakeva turn in his keys? Phone? Mr. Benally turned in his keys along with Mr. Sakeva's. Everyone attend the Singapore Math? No. Who didn't go? Mrs. Yazzie didn't go due to family situation. Did we lose some money? We received the money back for the lodging. Special Education, do the best you can to fix it. GONA, during orientation, the entities we are working with should have some respect to working with us. What does GONA stands for? I don't know but it has something to do with substance abuse from Mental Health. Who is working on this? Is it Mr. LaPahe? Yes. They do utilize our buildings free of charged but are also requesting lunch. Mrs. Benn did tell Terry that the School cannot purchase them. Mrs. Meadows stated that she might stop by to see Mr. LaPahe. The Supervisors are having their staff work for them while they are sitting back and being paid at that level. Supervisors or Principal should work beyond their duties but it isn't in this case. The priority should be to get the Residential and classrooms ready. Even the beds are in bad condition. Is there any funding we can get to replace those mattresses? We need to get quotations. The personnel that working beyond their call of duty will be discussed until we recognize money is available. We will look into the Business department this month. We want a report on payroll. Are the deductions being done? Regarding the separations of duties, who is the likely person to assume this duty? Who would you recommend? Ms. Emmalene Francis said she would like to cross train Colleen Francis. Mrs. Meadows requested for Business Technician's job description to see what duties can be assigned separately. Colleen can get quotes for a transcriber. How far are you working up to? July 24. What are we going to do after that? The applicant called and said he accepted a job at Hunters Point. What about the new applicant? After screening it, it seems like she jumped from job to job every six (6) months. That became very obvious. Mr. Sage stated that with the information received, he would like to hire a Principal immediately. So the School can run as it should be. In order for the School to be successful, the Supervisors need to work with their staff. A question was asked about Warrior Fest, what account was used? I think it was ISEP. There was a limit on spending. Look at it and see how much was used. When is the Warrior Fest scheduled for? July 31. Are we inviting KTNN? Yes, that's what we have in mind. Ask other schools and see what account they use. The Board thanked Mrs. Benn for her report and for helping at the School.

Emmalene Francis, Business Technician: From July 1, 2014 is what the report is says. This is for the whole School Year. Was there difference? There were slight changes. Is Carol Davis on her way? She said she was. Why didn't Mr. Jimenez do a report? We'll skip this until Ms. Davis comes.

Lorraine Yazzie, Human Resources Assistant: We are recruiting for Principal and Business Manager vacancies. We can't make people come. We only draw in people that are interested in working in Pinon. Where are we advertising? We are advertising in Gallup Independent, Flagstaff Daily Sun, Navajo Times, Navajo Post and Hopi/Navajo Observer. What about the BIE website? Not yet. Advertise on that too. Native Innovation is working with NAGSA and they have a website so let

them know. We have applicants for Security Officer but we haven't advertise because it's not board approved. Mrs. Yazzie believes that the security officer and Student Activities Coordinator position will be filled quickly. The cost of advertising is expensive so try to keep to Navajo Time, Hopi/Navajo Observer, BIE and NAGSA website. Maybe other activities are scheduled like open house. When will the Personnel Policies be ready? It will be ready before the Staff Orientation. How long will the Maintenance Technician be out? He will be out for the entire month. There is a substitute in there working since all of his paper is in place. Mr. Sage expressed his concerned on the weeds. That will be discussed during the Facility Manager's report. Mrs. Yazzie stated that they received a letter from ONLR and it's about non contract renewal for unjust cause. The letter stated that a response was needed July 7, 2015 but the letter came in until July 9, 2015 and the School Attorney is already contacted. Mr. Mike stated that he was concerned about the two people that resigned and if they were made aware of the breach of contract. Yes they were written a letter along with a section on the resignation from the Personnel Policy.

Colleen Francis, NASIS Data Tech./Admin. Assist: How many students enrolled? We have eight (8) for Kindergarten and three (3) for Residential. Are they usually late on signing up? Yes.

Jackson Williams: Facility Manager: What needs to be done about the weeds? How can we make our campus more beautiful? As far as keeping the weeds down, we are all aware that we had more than average rainfall which caused weed growth. He has borrowed equipment to cut that but he was directed to pull his man power to other projects. He was told to get the dorm ready so he had to move personnel to those areas. There are other things that are already in the books like the hydronics repair. They need to put the carpet back in. Reinstall the wiring. During the summer they should be doing PM work and they are doing that. They completed the E & F. Heating system is completed. They will go over to the C & D. They will be repairing the hot water heaters. They may not complete everything they wanted to do. The substitute maintenance worker was doing weed cutting in between his duties but Mrs. Benn assigned him to prepare the facilities. There are a lot of things that need to be done in the dormitory like painting but it's not his priority. But other staff thinks this is a priority. He did try to juggle all of that around so things can be taken care of in a timely manner. The equipment they use to cut the weeds is from the Agency and they are limited on using it. The weeds do need to be cut again. From the Facility Management point of view, you stated that you will organize the work to be done. Heat will be needed in September. We want to increase the enrollment in the Homeliving area. The Homeliving needs to be up to par to attract students as well as in Kindergarten. We cannot prolong work that can be done in an hour. We need to make the dorm attractive. If the painting is needed then that needs to be done. Budget is still a priority for all of us. You've been here for 2 years so you should know what the priorities are here. We are starting in last then 3 weeks and there is a lot of work that needs to be done. We need that water heater. The Maintenance worker that is on emergency leave, what is your recommendation on that? We rely on those employees. He is holding you back. He may be the one who worked on the water heater. How often has he done this? Mr. Mike stated that they have certain standards on their Supervisors and also how he was going to have an organized schedule. The cutting of the weeds is not just for appearance. It's for the safety. Weeds attract spiders, snakes and bugs. It is also a fire risk. The workers need to work at an efficient rate but still have quality in mind. Do you have a priority list? We have to get ready for all seasons. Another issue was the dorm not being cooled enough. What has been done? As far as scheduling, Mr. Williams stated that he understands where the School Board is coming from. His schedule is mainly from the PM work. If they are all done, that eliminates break downs. Right now they are doing that in the dormitory. They are cleaning out the furnace units. They are also replacing new filters. That takes a lot of time. There are hundreds of these heating units. They are in the walls and ceilings. Right now

the football field, area between gymnasium, area by C & D, and area around Baby Face is cut. We do have high weed growth because of the amount of rain we are getting. We are trying to keep up with maintain the dorm and doing emergency repairs. We can't do anything with the person on Medical Leave because he is still employed with the School. This is the first time this happen to him. The cooling system for the dorm, there was over 50 fans received and will be utilized when students return. For a permanent cooling system, that is in the back log. It needs to be funded. Mrs. Meadows informed Mr. Williams for the August report, he would like to see his report on one side and other side to list the entire task listed. She also would like to see which ones he is working on because he was hired for his trades. Mr. Williams said he is rewiring the conduit at the hydronics as well as the two pumps. When are these trainings? Trainings already happen.

Emerson Jim, Transportation Supervisor: Are all the buses being maintenance? Yes. They will be brought back during Orientation time. Orientation is very important because that is when policy and procedures are being covered. May be for those reasons we run to Lorraine Yazzie for answers. When is he coming back? Until the July 27th. What the days for orientation? July 28 to the 30th. Come up with a plan to get the buses back. The school vehicles? They are all serviced.

Homeliving Manager: Mrs. Benn would like for all the Board Members to tour the building to see what the students see and others. Anytime they have time.

Irene Joe, Supervisor Cook: Menu training is also during orientation. Is that the only time? Yes. Mrs. Joe did talk with Billi and asked if she could get the menu without attending. She was told no. If they don't get the menu, they will have to create their own. ADE requires all the measurement, calories, and so forth. All the equipment is working? Yes. Mrs. Benn requested for Irene to explain some agreement that needs the Principal's signature. That is the contract from ADE. ADE wanted another one with the current Principal. She did explain the position is vacant. Mrs. Meadows said communicate to them that we have no Principal. They will not approve the Site Application if this is not signed. The reimbursement will be put on hold. Mrs. Meadows directed Mrs. Benn to call ADE herself as Acting Principal and to find out what needs to be done. Mr. Mike motioned and directed Mrs. Seanna Benn to sign document if they will allow it. Mr. Sage seconded the motioned. VOTE: 3 in favor, 0 opposed, 0 abstained.

21st Century: Mrs. Meadows extended her appreciation to the Coordinator. The activities that were provided attracted a lot of students. We need more people like that who will do what they are assigned to do.

School Board Members:

Mr. Mike reported on attending the NAGSA meeting. It was short meeting. Updates on the conference that happen in Pine Top were shared. The conference was well attended. They had a good conference. NAGSA now has a storage center in Flagstaff. This is to centralize all of their documents and whatever else is needed to be kept there. There are three (3) keys. First key is left there, the second is with the director, and the third is with the NAGSA Secretary. There was some confusion regarding membership. They wanted to attend the meeting with paying for the renewal for this School Year. They were given a 30 day grace period. Annual Conference is in September. They recommended having all Board members and certain key personnel to attend. There will be trainings during this conference. It will be at Ft. McDowell. The financial position of NAGSA is \$122,943.70 in the bank. This should go up when member schools pay their dues and registration fees. There was no report from Ervin Chavez as far as what's going with DoDE. There was suppose to be Grant

School Task Force Meeting but Mr. Mike couldn't attend. He will get more information on the meeting either from Faye or Angela. The NAGSA director's contract is expiring on the 28th and his contract will not be renewed. This was discussed in executive session so Mr. Mike couldn't say much on this. By August they will have training topics for the Annual Conference. Another thing they wanted to do was how we can come up with a bulletin or something to provide information regarding employees that are moving from School to School after creating chaos at a different School. It will be like clearinghouse. Mr. Sage recommended on including Board Members and maybe have that added to the vote next year. They also requested for Schools to start thinking about donating items for door prizes for the Annual Conference in Las Vegas.

Mrs. Meadows motioned to accept the monthly reports. Mr. Sage seconded the motion. What the tabling of the report? Mrs. Meadows stated that they need to go into executive session for that. Mrs. Meadows motioned to modify her motioned to accept all monthly reports except for Business Technician's report. Mr. Sage seconded the motioned. VOTE: 3 in favor, 0 opposed, 0 abstained.

Mrs. Meadows motioned to go into executive session at 11:00 a.m. regarding Business, MIP, and the continuity of Administrator. Mr. Sage seconded the motioned. VOTE: 3 in favor, 0 opposed, 0 abstained.

Mr. Yazzie motioned to exit executive session at 12:15 p.m. Mr. Mike seconded the motion. VOTE: 3 in favor, 0 opposed, 0 abstained.

Mr. Mike motioned to suspend rules to add an agenda item as number seven under Personnel. Mr. Yazzie seconded the motion. VOTE: 3 in favor, 0 opposed, 0 abstained.

Mrs. Meadows motioned to add Consideration, discussion and possible action to appoint Acting Principal effective June 24, 2015, Mrs. Lorraine Yazzie until further notice at the rate of \$35.00 an hour. Mr. Mike seconded the motioned. VOTE: 3 in a favor with Vice President voting, 0 opposed, 0 abstained.

VIII. New Business:

a. Action Item:

- 1. Consideration, discussion and possible action to approve to amend the daily stipend payment of \$100 to \$150 per day for the five (5) Recruiters that are recruiting for Kindergarten and Homeliving Programs:** Usually when we do short term, we say \$100 day for 8 hours and they work 10 hours a day. It seems like we are demoting them. They are working hard. They have meetings first then they go out and recruit. They come back in the evening late and hold another meeting. They are doing this day to day. How long are they working? 15 days. Has funds been identified? When we hired them, funds were identified right? During that time only a hundred dollars was identified. If there are funds available, then I have nothing against it stated Mr. Mike. Ms. Francis indicated that there is a carryover and what we have in the bank will cover them. They are also recruiting for Kindergarten as well. What kind of results have they gotten? So far they have eight (8) Kindergarten and in the teens for residential. They did take some yesterday and they are working with Colleen on how to set up the file. They are leaving applications at the home and they don't enroll until the beginning of the year. They plan to participate at the registration activities at the Public School. They are working with them. Do we have a set standard for stipend payment? No. Mrs. Meadows stated that several months ago she emailed Mr. Mike and a proposed schedule compensation plan.

They are not on contract? No, they are on short term. Mr. Mike motioned to approved stipend increase to \$150.00 a day but make sure money is available. Business Technician needs to make sure money is there. Mrs. Meadows seconded the motion. VOTE: 3 in favor, 0 opposed, 0 abstained.

2. ***Consideration, discussion and possible action regarding travel request for Administrative Assistant (NASIS) and Human Resources Assistant to attend the Special Education Training for Grant School Principals, July 22-23, 2015, Ft. Wingate High School:*** Mrs. Benn stated that she recommended these two because there is a lot of laws to stay in compliance with for SPED. They will need to let the incoming Principal on what was shared. Mrs. Meadows motioned to approve. Mr. Mike seconded the motion. Then no questions. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
3. ***Consideration, discussion and possible action to approve travel request to attend Dine Bi Olta School Board Association's Summer Conference, July 24-25, 2015, Gallup, NM:*** Do you have the Agenda? No, not flyer has been provided. Is PCS part of DBOSBA? No. No action.
4. ***Consideration, discussion and possible action regarding travel request for three (3) Kitchen Staff to attend Menu Training, July 28-29, 2015, Albuquerque, NM:*** Mrs. Meadows motioned to approve because it is mandatory and will help make more attractive menu for students. Mr. Mike seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
5. ***Consideration, discussion and possible action to approve travel request for Administrative Assistant (NASIS) and Transportation Supervisor to attend New to NASIS (2 day Refresher and 1 day ISEP and Web Transportation) training, Phoenix, AZ, September 1-3, 2015:*** Mrs. Benn stated that she recommended this since NASIS is the program that we are working with. There are always changes and Ms. Francis needs to be aware of it. The Transportation needs to attend this because that is where mileage is inputted and that gets money for them. This is a three (3) day training. The first day it has training on website for Transportation and NASIS. They are both different. Mr. Jim needs to be aware of this and he will learn what needs to be inputted. For NASIS, there are always changes or an upgrade. Mileage and per diem, no registration fee. This is for three (3) days. Mrs. Meadows stated that her only concern is the automation. How computer literate is he (Emerson Jim)? Maybe only send one employee. Last time this was on the Agenda and I included the Bus Driver/Office Assistant to attend but I was told that person is resigning and a letter was sent. Nothing has been provided after that. That person also paid on her own to get Microsoft training. Juanita LaPahe would the employee to attend this training because she is computer literate. Her position is Bus Driver/Office Assistant. Can you verify her title? He position is Bus Driver/Office Assistant. Emerson Jim's cost is less? Yes, because his is only for one (1) day. NASIS is for three (3) days. Mrs. Meadows motioned to approve NASIS Training for Ms. Colleen Francis and Ms. Juanita LaPahe to attend this training on September 1 through 3 provided that money is available. Mr. Mike seconded the motion. Have your registered? Yes but I was also going to register the incoming Homeliving Manager but it was full already. There is no registration fee? No fee. There will be no change but if Ms. LaPahe can attend the cost will change. Mrs. Meadows motioned to clarified that if Mrs. LaPahe is able to attend the three (3) days, and then adjust her per diem, mileage, and lodging. Mr. Mike seconded the motion. VOTE: 3 in favor with Vice President, 0 opposed, 0 abstained.
6. ***Consideration, discussion and possible action to approve for School Board Secretary and Human Resource Assistant to attend the Native American Schools Health & Welfare Trust meeting on September 28, 2015, Albuquerque, NM:*** Mr. Mike motioned to approve. Mrs.

Meadows seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.

7. ***Consideration, discussion and possible action regarding request to work on Unwrapping Math Standards for Teachers, July 16-24, 2015:*** Mrs. Benn reported earlier she reported on the work that was done for Reading. They will need to do the same with Math. The request is for 7 days along with the facilitator, Ms. Miller. All of this needs to be in place before School starts. For the three years that she's been here, all they used was a pacing guide. This will also help them understand what they are really teaching. Are there funds available for this? Yes, there are funds for it. Will these teachers be working 8 hours a day? Yes. What have you been paying before? \$150. It was for eight (8) hours? Yes. Mrs. Meadows prefers to approve for \$150 a day not \$200. We need a resume. That will support the contract. What will be expected on the final day? Mrs. Yazzie needs to make sure everything goes. Were they all here? Yes. Make sure they are here for all 8 hours. During contract renewal time, we will look at how the students are doing and determine renewal. Let them know about that. Mrs. Meadows motioned to approve the request to unwrap Math Standards for Teachers and to be paid for \$150 a day for 8 hours a day and for the consultant to be paid up to \$1000 a day provided receipt of a resume. Mr. Mike seconded the motioned. VOTE: 3 in favor with Vice President, 0 opposed, 0 abstained.
8. ***Opening of the RFP Bids for Internet Technology; Consideration, discussion and possible action regarding to approve the request for proposal for Internet Technology for SY 2015-2016:*** There are three (3) proposal submitted. The first one to be opened is Computer Technologies out of Taylor, AZ. They have been in business for 10 years, has 11 employees, business in Taylor, Holbrook, Winslow, Show Low and field office in Phoenix. They charge 60 per work station, \$295 per server per month. Their example is if we have 35 PCs at \$60 per month which is \$2100, file servers if we have 2 is \$60 per month and total is \$120. Then for firewall and routers at 2 it will be for 1 so total is 2 dollars. The total cost for IT will be \$2222.00 per month. The next one open is RW IT Consulting. He's from Blue Gap. Randell Whitehair Consulting. Number of manage servers, all. Number of Servers, all. Number of onsite per month is 4. Remote support and network infrastructure support, train staff on using equipment will be provided. \$3000 per month will be charged from this person. So far both companies have not said anything about website. The third one is Native Innovation, Jerome Tsosie. So we don't have an IT right now. Right? Yes. Randell Whitehair used to work with Native Innovation and he is the one who worked out here for the School. Is it just him? It looks like it's just him. Native Innovation has managed web protection, asset tracking, monthly support visits. No website on this one. They will do one visit per month. Mrs. Meadows is inclined to ask the one from Blue Gap on his knowledge on website. Can he do it in three (3) months? These two have Navajo preference. Is Native Innovation the one who was working on our website? Yes. How many schools is he working with if it's just him by himself? Mrs. Meadows informed Mr. Whitehair that they did not find anything about website work. Mr. Whitehair indicated that he can help with the website and has resources he can seek out as far as getting the website up to par. He asked if he would like that included in the RFP. Is it just you that work on it? Yes, just me. How many other schools are you working with right now? Mr. Whitehair said Pinon will be the only School but he also has side projects. You'll be dedicating four (4) days, will be that 4 days in a row? That will be up to the School. It could be one day per week, 2 bi-weekly. He will also provide remote and phone support. Where are you based out of? Out of Flagstaff but he also stays in Blue Gap. Mr. Whitehair would like to sit down with each department and find out what needs to be done and prioritize. Mr. Whitehair likes to be as transparent as possible. Mrs. Meadows commented that they

would like their website to be done the first three (3) months and to replace some computers, so quotes will be needed, immediate response, accessibility and reliability on the system is needed and want deliverables. Mr. Mike motioned to select Randell Whitehair as IT Consulting as PCS's IT Service Provider for SY 2015-2016 with the emphasis on building and maintaining a website for PCS within three (3) months. Mrs. Meadows second the motion. Is the cost going to change? I don't think so. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.

9. ***Consideration, discussion and possible action to approve Native American Grant School Association membership for SY 15-16:*** This is the membership for NAGSA. It starts July 1, 2015. Mr. Mike is requesting for this membership approval and to select the representative. Mr. Yazzie asked what about the absent Board Member. Mrs. Meadows motioned to approve the NAGSA membership for SY 15-16 and to continue Mr. Mike, the Board President as representative since he's attending already and has knowledge of what is going on. Mr. Yazzie seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
10. ***Consideration, discussion and possible action to approve to hire both the Speech/Language Pathologist and Physical Therapy for School Year 2015-2016:*** We do have money for it right? Yes. Mrs. Meadows motioned to approve. Mr. Mike seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
11. ***Consideration, discussion and possible action to approve the Request for Proposal (RFP) for Special Education Related Service Providers: Occupational Therapist and Psychologist for School Year 2015-2016:*** Mrs. Meadows motioned to approve. Mr. Mike seconded the motion. Money has been identified, right? Yes. Part B funds. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.

b. Personnel Item:

1. ***Consideration, discussion and possible action to approve two (2) Resignation from the Student Activities Coordinator and Security Officer:*** These two submitted their letters on June 29, 2015. HR was told they were hired at another place. None of the two gave 2-weeks notice, right? No. Mrs. Benn stated that she thought it was from the time they submitted their letter and they weren't on contract. They signed their contract and that is binding. They violated that contract. There is a fee. Mr. Mike told Rainee to let them know that whether they are working or not, they still need to provide a two-weeks notice. They didn't the notice required so they breach their contract. HR was told to let them know about this. If their resignation is not accepted and they don't show, that will be job abandonment. When is the two week notice? Is it the July 27, 2015 when they are expected back? When does that start? The day they decided to leave the school. Like if it's today then the two-weeks notice will be ending 10 days from now. Has the Student Activities Coordinator been working this summer? No. What about the Security Officer? No. So if we impose the \$500 breach of contract there is no way to get it. Mr. Mike motioned to disapprove the resignation from the Student Activities Coordinator and Security Officer, notify them that they are expected to report to work as expected and if they don't, that will be job abandonment. Mrs. Meadows seconded the motion. Make sure you notify them. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
2. ***Consideration, discussion and possible action to approve to advertise the Student Activities Coordinator and Security Officer positions:*** No action.
3. ***Consideration, discussion and possible action to approve to hire a Security Officer for SY 2015-2016:*** Mr. Mike requested for a name and rate of pay. Grade B, Step 1, \$12.44 an hour. Did you do reference checks? Yes. And? They are all good standing. Mrs. Meadows motioned

to approve to hire Security Officer, Artimus O. Jim at the rate of \$12.44 an hour. Mr. Mike seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.

4. ***Consideration, discussion and possible action to approve to hire a Bus Driver for SY 2015-2016:*** We advertised? Yes. We interviewed? Yes. Calvin Clark and what is rate of pay? \$12.59. All certifications are in place? Yes. Mr. Mike motioned to approve to hire Bus Driver, Calvin Clark at the rate of \$12.59 an hour. Mrs. Meadows seconded the motion. VOTE: 3 in favor with Vice President, 0 opposed, 0 abstained.
5. ***Consideration, discussion and possible action to approve to hire a Homeliving Manager for SY 2015-2016:*** It was advertised? Yes. Interview? Yes. Rate of pay? \$20.69. Her name is Carol Jean Gomez-Uentillie. Does she have actually homeliving setting experience? Yes. She was at JAI. She didn't write that she was a manger at JAI. She verbal told us. The Homeliving Contract, has that been discussed to make it a 12 month contract? No. Do you think we should? HR stated that they need to so he/she can plan for the upcoming School Year. Managers should have time to plan for the next school year. Mrs. Meadows motioned to hire Carol Jean Gomez-Uentille for the Homeliving Manager at the rate of \$20.69 per hour with the start date of June 27, 2015 however offer her a short term contract to come in to prepare for the next School Year and as soon as possible. Mr. Mike seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.
6. ***Consideration, discussion and possible action to approve to offer an Employment contract for School Year 2015-2016 to Medical Assistant. Employee was hired on May 18, 2015 and contract ended 6/30/15, only serving 30 days of Probationary Period therefore, the employee will continue to be on Probationary status until Sept. 25, 2015:*** So we are considering her for hire? Yes. That's the one you are recommending to the board for hire, right? Employee was hired on May 18. Is she working now? No. The reminder of her 60 days will end September 25? Yes. This is for the Probationary Period. It wasn't completed. Mrs. Meadows indicated that something like this doesn't need to come to the Board. It needs to be carried over to the next school year. This to offer a contract for the next school year and she will continue her probationary status. Mrs. Meadows motioned to approve a new contract for Davina D. Kaye for Medical Assistant, she was initially hired on May 18, 2015 to June 30, 2015 and this will continue her probationary period at the rate of \$15.74 an hour. Mr. Mike seconded the motioned. VOTE: 3 in favor with Vice President voting, 0 opposed, 0 abstained.

IX. Adjournment. Mr. Mike motioned to adjourn at 2:21 p.m. Mrs. Meadows seconded the motion. VOTE: 3 in favor with Vice President voting, 0 opposed, and 0 abstained.

MOTIONED AND APPROVAL OF JULY 14, 2015 BOARD MEETING MINUTES:
AUGUST 11, 2015.


Jeffrey Mike, Board President

MOTIONED BY: B. YAZZIE
SECONDED BY: P. SAGE
VOTE: 3/0/0