

**HOPI JUNIOR/SENIOR HIGH SCHOOL
GOVERNING BOARD REGULAR MEETING
DATE: March 14, 2018 @ 6:00 p.m.
LOCATION: Board Conference Room**

I. PRELIMINARIES

a. Governing Board meeting called to Order by Board President Ivan Sidney at 6 p.m.

b. Roll Call taken by Board President Ivan Sidney

Present: Valerie Kooyaquaptewa. Absent: Laurel Poleyestewa, Sandra Dennis, and Anita Bahnimptewa. President declared no quorum.

Second Roll call taken by Board Clerk Laurel Poleyestewa at 6:05 p.m. Present: Anita Bahnimptewa, Valerie Kooyaquaptewa, Ivan Sidney, Sandra Dennis and Laurel Poleyestewa. Board President I. Sidney declared quorum with (5) members present.

Others Present: HJSHS Superintendent Dr. Steven Berbeco, Hopi Tribal Chairman Tim Nuvangyouma, Celia Seweingyauma, Bruce Talawyma, Malinda Andrews, Detroit James, Anthony Laban, Garlyn Navakuku, Lucille Sidney, Claudia Edgewater-Russell, LaVerne Lomakema and Alverna Poneoma.

c. Statement of Welcome by Governing Board President I. Sidney. – Chairman/Hopi Tribe, (2) staff members.

d. Recognition of Guests by Governing Board President I. Sidney. Guests: Hopi Tribal Chairman Timothy Nuvangyouma and his staff.

II. APPROVAL OF MINUTES:

a. February 14, 2018 – Governing Board Regular Meeting Minutes

Governing Board member S. Dennis made motion to approve February 14, 2018 Meeting Minutes, seconded by Board Vice President V. Kooyaquaptewa. Vote: 5/yes, 0/no and 0/abstentions.

III. APPROVAL OF AGENDA:

Superintendent Dr. Berbeco request for Hopi Tribal Chairman's report, Item (a) under New Business, move up after Call to Public, Chairman has ceremonial obligation to tend to.

Board Vice President V. Kooyaquaptewa request Item C under Consent Agenda be placed under New Business as (h).

Board Vice President V. Kooyaquaptewa request Resignations be considered before Offers of Employment, as there is one individual on list being considered for hire and resignation has not been approved - #4.

Board Vice President V. Kooyaquaptewa made motion to approve agenda with changes, seconded by Board member A. Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.

1 **New Business/Possible Action Item(s):**

2
3 **a. Update Report from Hopi Tribal Chairman's Office**

4
5 Hopi Tribal Chairman T. Nuvangyouma and Staff Assistant Bruce Talawyma expressed their full support
6 for HJSHS and other schools to take in another direction, providing services for children and building them
7 up for their future. Chairman Nuvangyouma reported on community concerns on issues of sensitive
8 nature in working with Health Services and Behavioral Health. Chairman expressed his transparency with
9 communities on issues and would like to be informed on direction from HJSHS Governing Board in
10 addressing issues. The Hopi Tribal Chairman's office is planning on visiting all universities to connect with
11 schools and tribal members at universities and plan to look into funding opportunities at high school level
12 for students to pursue higher education, after graduation.

13
14 HJSHS Governing Board and Superintendent extended their appreciation to Hopi Tribal Chairman
15 Nuvangyouma and his staff for attending meeting and expressed their appreciation for their interest and
16 support of students at HJSHS, working together for student success, recommendation in visiting
17 vocational schools to show support, continued discussions about education on Hopi and in continue in
18 opening up communication both ways, as there is a lot to accomplish for students.

19
20 **IV. CALL TO THE PUBLIC:** *(In compliance with the Open Meeting Law, the Governing Board will neither discuss*
21 *nor take action on issues under call to the public. When necessary, issues will be taken under advisement.)*

22
23 None Received.

24
25 **V. CONSENT AGENDA:**

- 26
27 a. Request for Calendar change - Parent/Teacher Conference Schedules – April 24-25, 2018
28 b. Request for Approval of School Year Calendar for FY 2018-2019
29 c. ~~Request for Approval of Budget Calendar for SY 2018-2019~~ (moved to New business – item - h)
30 d. Request for Approval of Junior High School Teacher and Senior High School Teacher Position
31 Descriptions
32 e. Request to Re-title FTE from Alternative Educational Aide to HS Educational Aide
33 f. Request for Approval of Staff Out-of-State Training Policy
34 g. Request for Approval of Governing Board Public Statement of Superintendent's Evaluation –
35 Second Quarter

36
37 Board member S. Dennis made motion to approve Consent Agenda items, except for item (c),
38 which was moved to New Business, seconded by Board Vice President V. Kooyaquaptewa. Vote:
39 5/yes, 0/no and 0/abstentions.

40
41 **VI. OLD BUSINESS/POSSIBLE ACTIONS ITEMS:**

- 42
43 a. Update on Policy Advisory Committee

44
45 Superintendent Dr. S. Berbeco per directive from Governing Board to bring recommendations on
46 Board Policies in two different tracks. One is a recommendation to update current ASBA Policies,
47 which has not been updated since 2001. The other is to convene a policy working group to study
48 the 300 page policy document that has been developed by outside counsel and make
49 recommendation based on their understanding of that document. In addition the Policies were
50 reviewed for cross reference to see where they overlapped and where they didn't. Dr. Berbeco
51 recommends the Board consider moving with ASBA policies, rather than the working document.
52 There is a need for updated policies; example the cyber bullying policy. The Cyber bullying Policy
53 will be included on April 11th meeting for Board consideration and approval.

1
2 Board Vice President V. Kooyaquaptewa asked if the ASBA Policies have been updated as directed,
3 as there are a lot of discrepancies in policies, and there have been a lot of updates received lately.
4

5 Superintendent Dr. S. Berbeco stated ASBA Policies were reviewed and recommendations noted
6 by ASBA. If process is go with Policy Working Group, which should be ready by early summer.
7

8 Board President I. Sidney stated HJSHS still needs own policies and recommends the draft needs
9 to be reviewed to get away from ASBA Policies.
10

11 **VII. NEW BUSINESS/POSSIBLE ACTIONS ITEMS:**

12
13 ~~a. Update Report from Hopi Tribal Chairman's Office — Mr. Bruce Talawyma~~ (Moved after Call to
14 Public)

15 b. Request to Adopt formal position on Tribal Education Department Grant Project
16

17 Superintend Dr. S. Berbeco presented TED Grant Project, which is a 3-year federally funded
18 project to produce recommendations on changes to Hopi Education. The Feasibility study has
19 tentatively been released by the consultants who were hired for the project. The Feasibility study
20 includes several recommendations on next steps for Hopi in terms of public education. Many of
21 these recommendations will directly affect HJSHS, if they are adopted. There has been
22 considerable conversations by the Board (HBE) about this project. Based on the Feasibility Study's
23 tentative release, pending review for actual accuracy, request is for HJSHS Governing Board to
24 adopt a formal position about TED grant to make public and to use to advocate, in the interest of
25 the HJSHS Board. Request may be approved this evening or the Board may choose to approve
26 and continue working on it, in future work sessions to draft up something for review and approval
27 at a future meeting.
28

29 Governing Board members and Superintendent discussed concerns regarding the TED Grant and
30 their need of more information on the project, prior to making decision on item. Board request
31 for copy of Feasibility Study report be provided to them for review.
32

33 Board member S. Dennis made motion to table item, seconded by Board member A.
34 Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.
35

36 c. Request for Approval of Teacher Contract for SY 2018-2019
37

38 Superintendent Dr. S. Berbeco presented revised JH/HS Certified Teacher contract to be used for
39 SY 2018-2019, with significant changes in duties/responsibilities as recommended. Documents
40 have been reviewed by JH, HS Principals and Legal Attorney.
41

42 Board member S. Dennis made motion to approve, seconded by Board Clerk L. Poleyestewa.
43 Vote: 5/yes, 0/no and 0/abstentions.
44

45 d. Overview of Social Media Threat Plan – G. Navakuku
46

47 Facilities Manager Garlyn Navakuku reported on incidents over last month and that they are new
48 to schools, so no procedures to address. Administrative Team put together a draft Plan of action
49 to handle situations at time to notify parents/guardians. They are developing plan of action on
50 how to handle situations.
51

1 Superintendent Dr. S. Berbeco reported with the recent incidents, the administrative team
2 worked in collaboration and with other surrounding schools to address the incidents and
3 commends them for their initiative in coming up with protocols to follows.
4

5 Discussions on establishment of protocols, policies & procedures and Security trainings in
6 handling incidents as reported.
7

8 No Action on this item, update report only.
9

10 e. Overview of Board Self Evaluation Process
11

12 Superintendent Dr. S. Berbeco presented Overview of ASBA Board Self-Evaluation process, which
13 is data based and available on-line. It gives the Board the opportunity to self-evaluate on how the
14 Board is doing about issues that are critical for effectiveness and student achievement. The
15 results will be forwarded to Ms. Selestewa and the Board can review in a work session or include
16 on Regular Board agenda as a new Action Item.
17

18 Information only, no action on this issue.
19

20 f. RESIGNATIONS: (Moved – Action before Offers of Employment)
21

- 22 1. Federal Programs Secretary – Ms. Theresa Silas
 - 23 2. HS Computer Graphics Teacher – Mr. Peter Bungart
 - 24 3. Security Officer – Mr. Steven Fernando
- 25

26 HJSHS Superintendent S. Berbeco presented resignations. Board member S. Dennis made
27 motion to approve Resignations presented, seconded by Board member A. Bahnimptewa.
28 Vote: 5/yes, 0/no and 0/abstentions.
29

30 g. OFFERS OF EMPLOYMENT and/or RECOMMENDATION(S) FOR RE-CLASSIFICATION(S):
31

- 32 1. Recommendation for Hire – JH On-call Substitute Teacher – Mr. Eugene Cody
 - 33 2. Recommendation for Hire – JH On-call Substitute Teacher – Ms. Delphine Begay
 - 34 3. Recommendation for Hire – On-Call Substitute Teacher – Mr. Detroit James
 - 35 4. Recommendation for Hire – HS Educational Aide – Ms. Theresa Silas
 - 36 5. Recommendation for Hire – JH Assistant Track Coach – Ms. Annie Goy
 - 37 6. Recommendation for Hire – Security Officer – Mr. Wilber Seweingyawma Jr.
 - 38 7. Recommendation for Hire – Security Officer – Ms. Tanya Steele
 - 39 8. Recommendation for Continued Employment – PASS Monitor – Ms. Dottie Johnson
 - 40 9. Recommendation for Continued Employment – SPED Liaison – Ms. Tessica Mowa
 - 41 10. Recommendation for Continued Employment – SPED Paraprofessional – Mr. Issiah Huma
 - 42 11. Recommendation for Offers of Employment for SY 2018-2019 – Food Service Department
 - 43 12. Recommendation for Offers of Employment for SY 2018-2019 – JH Educational Staff
- 44

45 Superintendent Dr. S. Berbeco presented Offers of Employment and Recommendations for Re-
46 classifications for approval, pending favorable background checks.
47

48 Governing Board and Superintendent discussed concerns on number of hires for Educational
49 Aides and Substitutes, when only so many months left in school year. Reasoning for absences
50 of Teachers, need justification with data.
51

52 Superintendent Dr. S. Berbeco presented justification memorandums and data for justification
53 on hires of Substitutes and Educational Aides and data on teacher absences with reasons.

1 Board Clerk L. Poleyestewa request for number data on absences, which Superintendent Dr. S.
2 Berbeco will research and provide to Board.

3
4 Clarification on difference of educational Aide and Para-Professionals. HR Technician LaRae
5 Humeystewa stated no job description for Para-professional. All current hires being present
6 for approval are on "at will" contracts, with terms ending at end of this school year and they
7 will need to be presented to the Board again for next SY. Mrs. Humeystewa also explained
8 procedure in determining salary for each position.

9
10 Recommendation from Board is for HR to research and correct titles of Educational Aide and
11 Para-professional, distinguishing the requirements for positions for next SY.

12
13 Superintendent Dr. S. Berbeco can draw up a hiring process policy for Superintendent to be
14 presented at next board meeting for Board approval.

15
16 Discussions on (2) JH Teachers that do not have certifications. Mrs. L. Sidney explained status
17 of each individual.

18
19 Board member S. Dennis made motion to approve #'s 1, 2, 3, 4, 5, 6, 7, 8, 9, and 10, seconded
20 by Board member A. Bahnimptewa. Vote: 3/yes, 1/no and 1/abstention.

21
22 Board member A. Bahnimptewa asked if the offers of employment for Food Service
23 Department were contingent on performance evaluations completed, to which HR Tech stated
24 yes. JH Principal L. Sidney stated the performance evaluations were completed for JH Certified
25 Staff.

26
27 Board member A. Bahnimptewa made motion to approve recommendations for offers of
28 employment for SY 2018-2019 for Food Service Department Staff and JH Certified Staff,
29 seconded by Board Vice President V. Kooyaquaptewa. Vote: 5/yes, 0/no and 0/abstentions.

30
31 **h. ~~RESIGNATIONS (Moved before Offers of Employment)~~**

- 32 ~~1. Federal Programs Secretary Ms. Theresa Silas~~
33 ~~2. HS Computer Graphics Teacher Mr. Peter Bungart~~
34 ~~3. Security Officer Mr. Steven Fernando~~

35
36 **i. Request for Approval of Budget Calendar for SY 2018-2019**

37
38 Board Vice President V. Kooyaquaptewa commented wrong calendar item she wanted to move,
39 made motion to approve budget calendar, seconded by Board member S. Dennis. Vote: 5/yes,
40 0/no and 0/abstentions.

41
42 **VIII. EXECUTIVE SESSION**

43
44 **a. Superintendent Contract Negotiations**

45
46 Superintendent Dr. S. Berbeco request to move to discuss in Executive Session. Board member A.
47 Bahnimptewa made motion to go into Executive Session, seconded by Board Vice President V.
48 Kooyaquaptewa. Vote: 5/yes, 0/no and 0/abstentions. Executive Session at 8:20 p.m.

49
50 Board Vice President made motion to come out of Executive Session, seconded by Board Clerk L.
51 Poleyestewa. Vote: 5/yes, 0/no and 0/abstentions. Out of Executive at 9:55 p.m.
52

1 By consensus the Board will send the contract to School Attorney for final review. A Special meeting to
2 be scheduled for March 20 @ 6:00 p.m., for decision on Contract.

3
4 Superintendent Dr. S. Berbeco to send document with highlighted changes to Eliza for review.

5
6 **IX. REPORTS: (Written Reports)**

- 7
8 a. Superintendent – Dr. S. Berbeco
9 b. High School Principal – C. Edgewater-Russell – February & March 2018
10 c. Jr. High School Principal – L. Sidney
11 d. Business Manager – P. Secakuku
12 e. Dean of Students – C. Youvella
13 f. SPED Director – L. Secakuyva – No report
14 g. Federal Programs Director – R. Lee

15
16 **X. INFORMATIONAL ITEMS:**

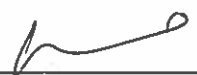
- 17
18 a. Request to Engage Registered Investment Advisor/First Reading

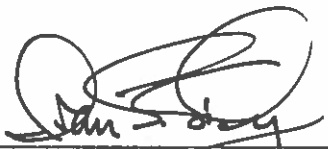
19
20 Superintendent Dr. S. Berbeco presented item for Board to review, with 2nd reading/Approval in April.
21 Information Fendley (IRA) will not renew contract next year with recommendation of the Investment
22 Advisor. Estimate payment to Investment Advisor is \$20,000/year for 401K Plan.

23
24 **XI. ADJOURNMENT:**

25
26 Board Vice President V. Kooyaquaptewa made motion to adjourn, seconded by Board member S. Dennis.
27 Vote: 5/yes, 0/no, 0/abstentions. Meeting adjourned at 10:12 p.m.

28
29
30 Respectfully Submitted by:

31
32
33 
34 _____
35 Dr. Steven Berbeco
36 HJSHS Superintendent

31
32 
33 _____
34 Ivan Sidney Sr.
35 HJSHS Governing Board President
36

31
32
33 " April 2018
34 _____
35 Date:
36