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**HOPI JUNIOR/SENIOR HIGH SCHOOL
GOVERNING BOARD REGULAR MEETING
DATE: March 13, 2019 @ 6:00 p.m.
LOCATION: Board Conference Room**

I. PRELIMINARIES:

- a. Hopi Jr. Sr. High School Governing Board meeting called to Order by Board President Valerie Kooyaquaptewa at 6:01 p.m.
- b. Roll Call for Governing Board Members taken by Board Clerk Sandra Dennis.

Present: Board President Valerie Kooyaquaptewa, Board Vice President Laurel Poleyestewa, Board Clerk Sandra Dennis, Board member Anita Bahnimptewa, and Board member Melvin Pooyouma. Absent: Board member Jack Harding Jr. Five (5) Board members present, quorum to proceed with meeting.

Others Present: Superintendent Dr. Steven Berbeco, High School Principal Lynn Fredericks, Business Manager Patrick Secakuku, Human Resource Technician Dakota Francis, Athletic Coordinator Ricky Greer, Acting SPED Director Pete Butler, Dean of Students Jerry Cronin, Teacher Anita Poleahla, Librarian Valerie Martin, Sunstate Representative Ian Hathcock, Sunstate Representative Randy Mifflin, Senior Class Sponsor Lyann Naha, Parent Rhonda Qotswisiwma, Financial Consultant Henry Vincent, Student Summer Johnson, Sr. Class Sponsor Theresa Silas, Teacher Lavonne Honyouti, Counselor Dempsey Davis and Teacher LaVerne Lomakema.

- c. Statement of Welcome by Board President V. Kooyaquaptewa.
- d. Recognition of Guests by Board President V. Kooyaquaptewa.

II. APPROVAL OF MINUTES:

- a. February 04, 2019 – Special Governing Board Meeting Minutes

Board Clerk S. Dennis request correction on page one, line 13, which indicates: quorum of six, but in parenthesis number is five. There were five members present at the meeting on February 04, 2019.

Board member M. Pooyouma made motion to approve with correction, seconded by Board Clerk S. Dennis. Vote/5yes, 0/no and 0/abstentions.

- b. February 13, 2019 – Regular Governing Board Meeting Minutes

Board Clerk S. Dennis made motion to approve, seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no and 0/abstentions.

III. APPROVAL OF AGENDA:

1 Superintendent Dr. S. Berbeco presented agenda with deletions of three (3) items. (Noted
2 in red on meeting minutes). Board Clerk S. Dennis made motion to approve with three (3)
3 deletions as stated, seconded by Board member A. Bahnimptewa. Vote: 5/yes, 0/no and
4 0/abstentions.
5

6 **IV. CALL TO THE PUBLIC:** *(In compliance with the Open Meeting Law, the Governing*
7 *Board will neither discuss nor take action on issues under call to the public. When*
8 *necessary, issues will be taken under advisement.)* None received as stated by Board Clerk
9 S. Dennis.
10

11 **V. OLD BUSINESS/POSSIBLE ACTIONS ITEMS:**
12

- 13 i. Request for Approval of Policy for Student Representative to Governing Board -
14 (2nd/Final Reading, Tabled from Feb 13) – Dr. S. Berbeco
15

16 Superintendent Dr. S. Berbeco presented Policy, for review and discussion of Board
17 members.
18

19 Board members discussed the pros and cons of policy for student Representative as
20 part of Governing Board, also comments stated by the Principals at the February
21 13, 2019 Meeting.
22

23 ~~Superintendent Dr. S. Berbeco stated this would be an extra-curricular activity for~~
24 ~~students, so the school would not be liable for them after school to attend meetings.~~
25

26 Board Vice President L. Poleyestewa made motion to approve Student Board
27 membership Policy, seconded by Board member A. Bahnimptewa. Vote: 2/yes,
28 1/no, 2/abstention. Board President V. Kooyaquaptewa stated majority vote in
29 favor of approval, motion passed.
30

- 31 ii. Request for Approval of Policy Section B “School Board Governance and
32 Operations” - (2nd/Final Reading) – Dr. S. Berbeco
33

34 Superintendent Dr. S. Berbeco presented policy.
35

36 Board Vice President L. Poleyestewa had questions on membership and elections
37 section of BBB, clarification on terms, selection of election committee and Board
38 members code of ethics.
39

40 Board President V. Kooyaquaptewa recommended approving and revisiting section
41 BBB to discuss issues through a working session and direct Superintendent to draft
42 up procedures for Board’s review and approval.
43

44 Board Clerk S. Dennis made motion to approve section B-School Board and
45 Governance Policy, seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no
46 and 0/abstentions.
47

- 48 iii. Request of Approval of Letter of Agency for Navajo-Gila County Information
49 Technology Education Consortium - (Tabled from Feb 13) – Dr. S. Berbeco
50

1 Superintendent Dr. S. Berbeco presented Letter of Agency and explained purpose
2 of letter. This would assist on bid for internet provision. Working as consortium
3 would lower costs. Board Attorney reviewed the Letter.
4

5 Board member M. Pooyouma made motion to table for further review. There was
6 no second to motion, motion died.
7

8 Board Clerk S. Dennis asked for clarification on document received at meeting was
9 an edited version, with change to be clearer on agreement with Hopi Jr. Sr. High
10 School and not with a specific individual. Superintendent Dr. S. Berbeco stated
11 yes.
12

13 Board Clerk S. Dennis made motion to approve Letter of Agency with edits
14 provided tonight, seconded by Board member A. Bahnimptewa. Vote: 5/yes, 0/no
15 and 0/abstentions.
16

17 iv. Request for Approval of Revised Managed Services Provider Agreement - Sunstate
18 Technology Group – P. Secakuku
19

20 Superintendent Dr. S. Berbeco presented agreement similar to approved one in
21 February, with reduction of monthly fees and scope of work. Representatives
22 present along with Business Manager.
23

24 Board President V. Kooyaquaptewa asked what services eliminated.
25

26 Business Manager P. Secakuku and Sunstate Representative explained changes of
27 fees and services from previous agreement. The \$7,000 monthly fee was lowed to
28 \$5,700 monthly fee and Sunstate will provide training to our IT Staff. Sunstate will
29 handle internet services and voice system for 36 months.
30

31 Board Clerk S. Dennis made motion to approve the revised management agreement
32 with Sunstate, seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no and
33 0/abstentions.
34

35 **VI. NEW BUSINESS/POSSIBLE ACTIONS ITEMS:**
36

37 i. Presentation on 2018 Audit by REDW – P. Secakuku
38

39 Superintendent Dr. S. Berbeco presented audit item and introduced Ms. Lupita
40 Martinez with REDW.
41

42 Ms. Lupita Martinez did a slide presentation along with handouts of completed
43 audit and explained each section.
44

45 Board member M. Pooyouma made motion to approve REDW Audit, seconded by
46 Board Vice President L. Poleyestewa. Vote: 5/yes, 0/no and 0/abstentions.
47

48 ii. Request for Approval of Out of State Senior Class Trip to California on May 15 to
49 May 20, 2019 – L. Fredericks
50

1 Superintendent Dr. S. Berbeco presented out of state senior trip and turned over to
2 High School Principal L. Fredericks and Senior sponsors Mrs. T. Silas and Mrs. L.
3 Naha.

4
5 Itinerary and budget for trip explained to Board members.

6
7 Board President V. Kooyaquaptewa and Vice President L. Poleyestewa expressed
8 concern on IDIEA students to pay from SPED program. They need to be included
9 with others and not be separate. Ensure that monies requested from SPED is
10 allowable.

11
12 Board Clerk S. Dennis made motion to approve Sr. Class trip, seconded by board
13 member A. Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.

14
15 iii. Request for Approval of Out of State NSTA National Conference – L. Fredericks

16
17 Superintendent Dr. S. Berbeco presented action item and referred to HS Principal
18 L. Fredericks.

19
20 HS Principal L. Fredericks stated reason for request is to get one of teachers trained
21 in STEM and by next year get them STEM certified. Funding will be from extra
22 Title II funds that Governing Board approved at last month's meeting.

23
24 HS Teacher Ms. LaVonne Honyouti, participant to go on NSTA Conference,
25 interest is to learn more in STEM. The other teacher is Ms. Marietta Yazzie.

26
27 HS Principal L. Fredericks stated to Teachers to share with other staff upon return.

28
29 Board Vice President L. Poleyestewa would like Teacher to report to Board on
30 training.

31
32 Board member M. Pooyouma made motion to approve, seconded by Board Vice
33 President L. Poleyestewa. Vote: 5/yes, 0/no and 0/abstentions.

34
35 iv. Request for Approval of Policy Section C "General School Administration" - (1st
36 Reading) – Dr. S. Berbeco

37
38 Superintendent Dr. S. Berbeco presented policy for review and will be up for next
39 month for 2nd reading/approval.

40
41 No Action on Item.

42
43 v. Request for Approval of Policy Amendment – Certified Staff Coaching Policy - (1st
44 Reading) - Dr. S. Berbeco

45
46 Superintendent Dr. S. Berbeco presented policy for certified staff in Head Coaching
47 positions. Handout of memorandum from Athletic Coordinator.

48
49 First Reading with no action, 2nd/Final reading on agenda for April 10, 2019.
50

- 1 vi. Request for Approval of MOA Between Hopi Tribe Department of Education and
2 Workforce Development and HJSHS Governing Board – Dr. S. Berbeco
3

4 Superintendent Dr. S. Berbeco presented MOA, which has been in development for
5 several years. Further amendments, on handout, to clarify Representative from
6 Hopi Tribe Department of Education to be on site at school for students. The Career
7 Center identified for individuals to meet with students.
8

9 Board member M. Pooyouma made motion to approve with addition, seconded by
10 Board member A. Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.
11

- 12 vii. Request for Approval of Extension Strategic Initiative Program 2018 Proposal – A.
13 Naha
14

15 Superintendent Dr. S. Berbeco presented action item on Fab Lab, at HJSHS with
16 minimal cost for materials. Strong support from Superintendent.
17

18 Board Vice President L. Poleyestewa asked if the grant would include the 4-H
19 Program.
20

21 Board Clerk S. Dennis funding is coming from the 4-H Extension Program.
22 Superintendent Dr. S. Berbeco stated the 4-H Program implemented later on.
23

24 Superintendent Dr. S. Berbeco stated it will be up to Principals if this will be an
25 after school program or part of curricular courses. Estimate cost of at least \$1,000
26 per semester class.
27

28 Board member M. Pooyouma, who went on visit of site in St. Johns, went over
29 program and facility needs, i.e., computers that fabricate models. Facility Manger
30 Garlyn Navakuku went on tour and seen the set-up on filters for computers and
31 venting system.
32

33 HS Principal L. Fredericks stated JH Principal A. Naha, who also went on tour, has
34 identified a classroom for the Fab Lab.
35

36 Board Clerk asked after initial funding, years after, how HJSHS will cover cost.
37

38 Board member M. Pooyouma made motion to approve, seconded by Board Vice
39 President L. Poleyestewa. Vote: 5/yes, 0/no and 0/abstentions.
40

- 41 viii. Request for Approval to Adopt School Calendar for SY 2019-2020 – L. Fredericks
42

43 Superintendent Dr. S. Berbeco presented calendar for next school year, developed
44 by the School Leadership Team.
45

46 HS Principal L. Fredericks stated the Leadership Team developed calendar with
47 other staff members involved. She explained changes with reasons. Introduced the
48 Leadership Team: Librarian Valerie Martin, Hopi Language Teacher Anita
49 Poleahla, Science Teacher LaVonne Honyouti, English Teacher Dr. Ron Carpenter
50 and Math Teacher LaVerne Lomakema.

1
2 Board Clerk S. Dennis made motion to approve SY 2019-2020 calendar, seconded
3 by Board member A. Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.
4

5 ~~ix. Request for Approval to Amend Professional Day Schedule for May 01, 2019 – L.~~
6 ~~Fredericks~~
7

- 8 x. Request for Approval to Adopt School Improvement Plan/AdvancEd Quality
9 Factors Document – L. Fredericks and A. Naha
10

11 Superintendent Dr. S. Berbeco presented item, created with input from
12 administration and Teaching staff.
13

14 HS Principal L. Fredericks reported the team developed School Improvement plan.
15 The School Improvement plan used for all improvement efforts for school and off
16 this document. The needs analysis developed for needs, goals and activities.
17 AdvancED looks at document for accreditation visit.
18

19 Board Vice President L. Poleyestewa request for HS Principal to provide report of
20 completed plans and results. Stated information should go out to the community to
21 show positive for HJSHS.
22

23 Board President V. Kooyaquaptewa commended the HS Principal and Leadership
24 Team in working on this document.
25

26 Board member M. Pooyouma made motion to approve, seconded by Board Clerk
27 S. Dennis. Vote: 5/yes, 0/no and 0/abstentions.
28

- 29 xi. Discussion and Possible Action to Approve a Resolution Agreement in the Matter
30 of Bureau of Indian Education due Process Complaint Number IDEA 2019-02. The
31 Board may vote to enter into executive session to get legal advice from its attorneys.
32 The Board may enter into Executive Session for legal advice pursuant to ARS 38-
33 431.03 A (3), said Arizona Open Meeting Law provisions having been adopted by
34 the Bylaws of Hopi Jr. Sr. High School. – P. Butler
35

36 Superintendent Dr. S. Berbeco presented and recommended Board go into
37 Executive Session.
38

39 Board member A. Bahnimptewa made motion to go into Executive Session at 8:29
40 p.m., seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no and
41 0/abstentions.
42

43 Board member M. Pooyouma made motion to come out of Executive Session at
44 9:12 p.m., seconded by Board Clerk S. Dennis. Vote: 5/yes, 0/no and
45 0/abstentions.
46

47 Board Clerk S. Dennis made motion to approve agreement as discussed IDEA
48 2019-02, seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no and
49 0/abstentions.
50

1 xii. Request for Approval – SPED Stipend Schedule for SY 2018-2019 – P. Butler

2
3 Superintendent Dr. S. Berbeco presented SPED Stipend Schedule for current
4 School Year.

5
6 Board President V. Kooyaquaptewa stated at previous Board meeting there was a
7 budget modification included. There is nothing at this time, is there no longer a
8 need for budget modification.

9
10 Business Manager P. Secakuku stated the staff are on the current budget, but the
11 Summer school needs a budget modification, based on number of students serviced
12 this summer.

13
14 Board President V. Kooyaquaptewa asked if students identified based on their IEP
15 for services during the summer.

16
17 Acting SPED Director P. Butler stated with number of students identified, number
18 of liaisons at minimum of three. Life Skill liaison automatic.

19
20 Board President V. Kooyaquaptewa who the clerk is for SAT Team. The SPED
21 Secretary will be doing the job.

22
23 Business Manager P. Secakuku stated the Acting SPED Director is giving the SPED
24 Secretary the \$500.00 incentive for this job responsibility.

25
26 HS Principal L. Fredericks further explained the SPED Secretary’s responsibility
27 for SAT Team.

28
29 Board President V. Kooyaquaptewa commented supports incentive for recruitment
30 of SPED Teachers.

31
32 Board member A. Bahnimptewa made motion to approve SPED Stipend schedule
33 for 2018-2019, seconded by Board Clerk S. Dennis. Vote: 5/yes, 0/no and
34 0/abstentions.

35
36 xiii. Request for Approval of Salary Schedule for Certified Teachers, ~~Classified and~~
37 ~~Administration~~ for SY 2019-2020 – D. Francis, P. Secakuku, L. Fredericks

38
39 Superintendent Dr. S. Berbeco presented Salary Schedule for Certified Teachers.
40 Noted at bottom of salary schedule, the salary schedule will not be available for
41 those hired at the end of this school year.

42
43 Board Vice President L. Poleyestewa stated her concern on need to give Teachers
44 pay increments, but no information on what budget will be for next school year,
45 with decline in student enrollment.

46
47 HR Technician D. Francis stated dependent on organizational chart to determine
48 some of the positions, if really needed, over staffed, elimination on some of the
49 positions will help to pay qualified certified Teachers at a good rate.

1 Board President V. Kooyaquaptewa stated she agrees with Board Vice President L.
2 Poleyestewa and would like to compensate Teachers, but is also concerned on
3 budget. Comparison with Public Schools, they receive monies from State, HJSHS
4 funds based off only student count. She asked when numbers be compiled for next
5 year.

6
7 Business Manager P. Secakuku stated estimated budget for SY 2019-2020 is
8 between 11.5 to 12 million, forecast based on student count; however will continue
9 to go down. Managers notified to looking at cut on staff. Three years from now
10 will see results, up or down on budget.

11
12 Board President V. Kooyaquaptewa stated previous years to now, there has been
13 no changes in staffing and 90% of budget is personnel. We do need to look at
14 number of staffing needed. Need to do what we can to keep our teachers.

15
16 HS Principal L. Fredericks stated have to build a program, good improvements,
17 reassurance for community that doing good for students with these programs and
18 build trust with community. Offering bonuses cannot do it if not offering better
19 salaries to teachers. She stated Phase II of Performance Pay plan includes salary
20 raise for Teachers. There has been no COLA given for several years.

21
22 Board Vice President asked who will figure this out, would like to see a plan in
23 place. Recommended to table until get a plan from Administration.

24
25 Board President V. Kooyaquaptewa commented with contract renewals on agenda,
26 possibility of issuing contracts and making salary adjustments later on for next SY.

27
28 Board Clerk S. Dennis expressed concern on no budget for next SY, but everyone
29 needs incentive.

30
31 Board Vice President L. Poleyestewa asked if non-certified teachers paid certified
32 teacher wages.

33
34 HR Technician D. Francis stated yes.

35
36 HS Principal L. Fredericks commented salary increase tied to performance level.

37
38 Board Clerk S. Dennis made motion to approve 2019-2020 Certified Teachers
39 Salary Schedule as recommended, seconded by Board member A. Bahnimptewa.
40 Vote: 3/yes, 2/no, 0/abstention. Board President V. Kooyaquaptewa stated motion
41 approved.

42
43 **xiv. RECOMMENDATIONS FOR OFFERS OF EMPLOYMENT FOR SY 2019-**
44 **2020**

45
46 **1. High School Certified Staff:**

- 47
48 i) Rickey Baker xiv) Javier Linarte
49 ii) Ambrose Benally xv) Farron Lomakema
50 iii) Michael Bilagody xvi) James Lomakema Jr.

- 1 iv) Stan Bindell
- 2 v) Ronald Carpenter
- 3 vi) Major James Cox
- 4 vii) Mary Duwyenie
- 5 viii) Nona Edelson
- 6 ix) Gerald Flud
- 7 x) Morris Harris
- 8 xi) Lavonne Honyouti
- 9 xii) Thomas Irwin
- 10 xiii) Benjamin Lawrence
- 11
- 12 xvii) Laverne Lomakema
- 13 xviii) Valerie Martin
- 14 xix) SGM Larry Newton
- 15 xx) Mariquit Palabyab
- 16 xxi) ~~David Paulis~~
- 17 xxii) James Phillips
- 18 xxiii) Anita Poleahla
- 19 xxiv) Dustin Pollock
- 20 xxv) Marietta Riggs-Yazzie
- 21 xxvi) Anjanette Sangster
- 22 xxvii) Emma Talashoma
- 23 xxviii) Michael Tenakhongva
- 24 xxix) Cornelia Yazzie

Board member M. Pooyouma made motion to approve offers of employment for SY 2019-2020 for HS Certified Staff as recommended, with deletion of David Paulis, seconded by Board Vice President L. Poleyestewa. Vote: 5/yes, 0/no and 0/abstentions.

2. Junior High School – 10-Month Educational Staff:

- i) Kaye Lowe
- ii) Grace Mahkewa
- iii) Dorothy Nahsonhoya
- iv) Raleigh Namoki
- v) Juwan Nuvayokva
- vi) Carol Sieweyumptewa
- vii) Rachael Talayumptewa

Board Vice President L. Poleyestewa asked if the issue on one of individuals has been taken care.

Superintendent Dr. S. Berbeco will get with Board Vice President L. Poleyestewa on this issue.

Board Clerk S. Dennis made motion to approve offers of employment for SY 2019-2020 for JH 10-month Educational staff as recommended, seconded by Board member A. Bahnimptewa. Vote: 5/yes, 0/no and 0/abstentions.

xv. **OFFERS OF EMPLOYMENT**

i. TBD, JH Assistant Softball Coach

Superintendent Dr. S. Berbeco presented recommendations for JH Assistant Softball Coach Issac Soto and Logan Koopee as alternate, if Mr. Soto does not accept the offer.

Board President V. Kooyaquaptewa asked if the background check completed.

Athletic Coordinator R. Greer stated, once approved by Board, they will do fingerprint card.

1 Board Clerk S. Dennis made motion to offer position of JH Assistant
2 Softball Coach to Isaac Soto and alternate Logan, should Mr. Soto not
3 accept, seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no and
4 0/abstentions.
5

6 **xvi. RESIGNATIONS and/or TERMINATIONS**
7

8 i. Marlinda Dewakuku, JH Assistant Softball Coach
9 Board member A. Bahnimptewa made motion to accept resignation,
10 seconded by Board Clerk S. Dennis. Vote: 5/yes, 0/no and 0/abstentions.
11

12 ii. David Paulis, Vocational and Computer Teacher
13
14 Board member M. Pooyouma made motion to accept resignation, seconded
15 by Board Vice President L. Poleyestewa. Vote: 5/yes, 0/no and
16 0/abstentions.
17

18 iii. Discussion and possible action regarding termination or other employment
19 action regarding School Employee. The Board may enter into Executive
20 Session regarding employee matters pursuant to ARS 38-431.03 A(1)
21 and/or for legal advice pursuant to ARS 38-431.03 A(3), said Arizona Open
22 Meeting Law provisions having been adopted by the Bylaws of Hopi Jr Sr
23 High School.
24

25 Superintendent Dr. S. Berbeco recommended going into Executive Session
26 to discussion Personnel issue.
27

28 Board member M. Pooyouma made motion to go into Executive Session at
29 10:16 p.m., seconded by Board Clerk S. Dennis. Vote: 5/yes., 0/no and
30 0/abstentions.
31

32 Board member A. Bahnimptewa made motion to come out of Executive at
33 11:10 p.m., seconded by Board member M. Pooyouma. Vote: 5/yes, 0/no
34 and 0/abstentions.
35

36 Board member A. Bahnimptewa made motion to approve recommendation
37 of termination as discussed in Executive Session, seconded by Board Clerk
38 S. Dennis. Vote: 5/yes, 0/no and 0/abstentions.
39

40 **VII. EXECUTIVE SESSION:**
41

- 42 a. Consultation with Attorney
43 There was No consultation
44

45 **VIII. REPORTS: (Written Reports)**
46

- 47 a. Superintendent – Dr. S. Berbeco
48 b. High School/Jr High School Principals – L. Fredericks and A. Naha
49 c. Business Manager – P. Secakuku
50 d. Dean of Students – J. Cronin

- 1 e. Acting SPED Director – P. Butler
- 2 f. Federal Programs Director – L. Largo (No Report)


3
4 **IX. INFORMATIONAL ITEMS:**

- 5
- 6 a. Discussion/Decision on Global Sports Project – Dr. Angela Gonzales
- 7 b. Achieve 3000 Report
- 8 c. Update on Survey for Year-Round School (Handed out at meeting)
- 9 Supt., on school's FB (survey)

10
11 **X. ADJOURNMENT:** Board member M. Pooyouma made motion to adjourn meeting at
12 11:17 p.m., seconded by Board Clerk S. Dennis. Vote: 5/yes, 0/no and 0/abstentions.

13
14 ***DURING THE COURSE OF THE MEETING, THE BOARD MAY GO INTO EXECUTIVE SESSION***
15 ***PURSUANT TO A.R.S. 38-431.03 (A) (1) OR WHEN SPECIFICALLY IDENTIFIED UNDER***
16 ***PERSONNEL OR ELSEWHERE ON THE AGENDA.***

17
18
19 **RESPECTFULLY SUBMITTED BY:**

20
21 
22 _____
23 Dr. Steven Berbeco, Superintendent
24 Hopi Jr. Sr. High School



Valerie Kooyaquaptewa, President
Hopi Jr. Sr. High School Governing Board


DATE: