

Salome Consolidated Elementary School Dist. No. 30  
Board of Trustees and the Public  
Notice Regular Meeting Minutes  
Monday, December 11, 2023 - 6:00 PM  
Salome Elementary Room 109

Mission Statement

The mission of the district is to provide comprehensive, success-oriented learning activities for young people in our school. These opportunities must be designed to develop the person's potential in the areas of academic ability and vocational awareness, cultural appreciation, physical well-being, social development and community contribution.

Notice

Pursuant to A.R.S. §38-431.02, notice is hereby given to the members of the Salome Consolidated Elementary School District Governing Board and to the general public that the Salome Consolidated Elementary School District No. 30 Governing Board will hold a meeting open to the public on December 11, 2023, at 6:00 p.m. at 38128 Saguaro and Main Street, Salome, AZ 85348. Members of the public may attend the public portions of the meeting in person or by using the following conference call number: (720) 843-2586. Password: 7998433.

Governing Board members will attend either in person or telephonically. A speaker phone will be used so that the audience can listen to the Board member(s) discussion, deliberations and vote.

Pursuant to A.R.S. 38-431.03.A.3, the Board may vote to convene an executive session for discussion or consultation for legal advice with its attorney(s) on any matter listed on the Agenda. The attorney(s) may appear in person or telephonically.

Pursuant to A.R.S. 38-431.03.A.1, the Board may vote to convene in executive session for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting.

Executive sessions will not be open to the public. Arizona law provides that it is unlawful to disclose or otherwise divulge to any person who is not present in the executive session, other than a current member of the Board, anything that has transpired or has been discussed during this executive session. To do so is a violation of A.R.S.38-432.03 unless pursuant to a specific statutory exemption.

A copy of the meeting Agenda for the meeting and a copy of the Agenda background material provided to Board members (with the exception of material relating to possible executive sessions) will be available for public inspection at the District office, 38128 Saguaro and Main Street, Salome AZ 85358 at least twenty-four hours prior to the Board meeting.

Individuals requiring a language interpreter or persons with a disability requiring reasonable accommodations may request assistance by contacting Susan Rohrig at 928-858-3339. Requests should be made as early as possible to arrange the accommodation.

Approved

Notice of Regular Meeting/Public Hearing/ Budget Revision  
Monday, December 11, 2023 - 6:00 PM

**Board Members:**

Vicki Oaks  
Ryan Guerrero  
Jennifer Eeds  
Ramona Heschke-Joined through secure line phone call  
Kelly James- Not a board member for this meeting, attended as audience.

**Employees:**

Mrs. Susan Rohrig  
Jacqueline Boyas  
Jennifer Hernandez  
Alverna Drotzmann-absent

1. Call Regular Meeting of December 11, 2023 to order by Vicki Oaks at 6:00 PM
2. Pledge of Allegiance
3. Approve Agenda of Regular Meeting of December 11, 2023  
Ramona Heschke-Yes  
Jennifer Eeds seconded- Yes  
Ryan Guerrero moved to approve agenda of regular meeting of December 11, 2023- Yes  
Vicki Oaks- Yes  
Motion carried.
4. Consent Agenda  
*All items listed under the Consent Agenda will be enacted by one motion. There will be no separate discussion of these items unless a request is made prior to the vote on the motion to remove an item from the Consent Agenda for further discussion and action. Such discussion and action shall take place on items removed from the Consent Agenda immediately following the vote on the Consent Agenda. Consent Agenda items may include any non-controversial subjects.*
  - A. Minutes of Regular Meeting of November 20th, 2023.
  - B. Resolution for Salary and Other Expense
  - C. Ratify Payroll and Other Expense Vouchers  
Payroll Voucher #9 dated 11/3/2023 in the amount of \$45,688.65  
Payroll Voucher #10 dated 11/17/2023 in the amount of \$45,684.84  
Payroll Voucher #11 dated 12/1/2023 in the amount of \$44,769.18  
Expense Voucher #2414 dated 11/20/2023 in the amount of \$21,675.21  
Expense Voucher #2415 dated 12/1/2023 in the amount of \$44,769.48

Ramona Heschke-Yes  
Jennifer Eeds seconded- Yes  
Ryan Guerrero moved to approve consent agenda- Yes  
Vicki Oaks- Yes  
Motion carried.
5. Summary of Current Events and Informational Reports:  
*(Board members may ask questions or comment upon any item on the summary of current events, ask the Superintendent to follow up on any item listed, or to place any item on a future agenda for discussion and action).*
  - A. Upcoming Events:  
December 12<sup>th</sup> Salome @ Ehrenberg 2:20PM, December 12<sup>th</sup>, December 20<sup>th</sup>  
Christmas Program 6:00PM, December 21 End of 2nd Quarter Awards ceremony 8:30am/  
Early Release @ 12:00PM, December 25<sup>th</sup>-January 4<sup>th</sup> Winter Break, January 9<sup>th</sup> Aguila @  
Salome 3:30PM
  - B. Cafeteria Report- none
  - C. Student Activities Report
  - D. Student Council/Library Report-no discussion
  - E. Maintenance Report
  - F. Administration Report- see attached insert
  - G. Board Member - Members of the Board may speak to current events.
6. Call to the Public - *This is the time for the public to comment. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later date*

Members of the audience spoke regarding Mrs. James and their experiences with her teaching/classroom. They signed public participation at board meetings, request to address board document.

Kelly James, Debra Hill, Cindy Voigt, Henry James, Julie Penrod, Darla Weiser, Alicia Pantoja, Carolyn West, Jasmine Martinez Salazar, and Jennifer Walton.

7. New Business:

- A. Pursuant to A.R.S. 38-431.03.A.1, the Board may vote to convene in executive session for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting for purpose of discussion to continue Mrs. James under emergency substitute certificate through second semester FY 2023-2024

Ryan Guerrero moved to approve an executive session for discussion.

Jennifer Eeds seconded- Yes

Ramona Heschke-Yes

Vicki Oaks- Yes

Motion carried.

Executive session 7A. Pursuant to A.R.S. 38-431.03. A.1 Time in 6:46

Discussion to continue Mrs. James under emergency substitute certificate through second semester FY 2023-2024

People present: Susan Rohrig-Superintendent, Vicky Oaks-Board President, Ramona Heschke-Vice President, Ryan Guerrero-member, Jennifer Eeds-member, McKenzie James-1st grade teacher

Timeline of Bachelor's completion for Mrs. James was discussed. The 120 day stipulation on Emergency Substitute certificate was clarified in running out in April. Following that deadline, Mrs. James would continue on hourly pay through April and May finishing out the year. Her schooling is projected for June completion due to restrictions on number of hours she is allowed to take with financial aid. The need to keep Mrs. James was discussed and her value to the District. Feedback from parent interviews, evaluations and observations was also shared.

Time out of executive session 7A: 6:57

- B. Reconvene Regular meeting by Vicki Oaks at 6:57 pm.  
C. Discussion and possible action to continue Mrs. James under emergency substitute certificate through second semester FY 2023-2024

Ryan Guerrero moved to approve action to continue Mrs. James under emergency substitute certificate through second semester FY 2023-2024- Yes

Jennifer Eeds seconded- Yes

Ramona Heschke-Yes

Vicki Oaks- Yes

Motion carried.

- D. Discussion and possible action to approve Imelda DelaCruz as teacher of record for second semester in First grade FY 2023-2024

Ryan Guerrero moved to approve Imelda DelaCruz as teacher of record for second semester in First grade FY 2023-2024

Jennifer Eeds seconded- Yes

Ramona Heschke-Yes

Vicki Oaks- Yes

Motion carried.

E. Pursuant to A.R.S. 38-431.03.A.1, the Board may vote to convene in executive session for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting for purpose of discussion of reduction in force-for part time Paraprofessional Jessica Leach for FY 2023-2024 effective January 1, 2024

Ryan Guerrero moved to approve an executive session for discussion.  
Jennifer Eeds seconded- Yes  
Ramona Heschke-Yes  
Vicki Oaks- Yes  
Motion carried.

Executive session 7E. Pursuant to A.R.S. 38-431.03.A.1 Time in 6:59

Discussion of reduction in force for part time paraprofessional Jessica Leach for FY 2023-2024 effective January 1, 2024

People present: Susan Rohrig-Superintendent, Vicky Oaks-Board President, Ramona Heschke-Vice President, Ryan Guerrero-member, Jennifer Eeds-member

RIF was discussed with the board as being necessary due to budget restrictions. Attorney recommendation to finish out the remaining 7 days of December as “home pay” under RIF was discussed. Relevant allegations that arose against Mrs. James following the initial November 30, 2023 meeting to discuss the District’s intent to do a RIF were also discussed. The District option to take disciplinary action against Ms. Leach was also discussed.

Time out of Executive session 7 E: 7:08 pm

F. Reconvene regular meeting by Vicki Oaks at 7:08 pm.

G. Discussion and possible action in regards to reduction in force-for part time Paraprofessional Jessica Leach(FY 2023-2024) effective January 1, 2024

Ryan Guerrero moved to approve reduction in force-for part time Paraprofessional Jessica Leach for FY 2023-2024 effective January 1, 2024  
Jennifer Eeds seconded- Yes  
Ramona Heschke-Yes  
Vicki Oaks- Yes  
Motion carried.

H. Discussion of Canyon Sped Services intent to retire at the end of FY 2023-2024  
We accept retirement. We will post the need for SPED Services on website and advertise to take applications.

I. Discussion and possible action to approve request from Mr. Hillis to use his unused sick leave in 4th quarter of FY 2023-2024

Ryan Guerrero moved to approve request from Mr. Hillis to use his unused sick leave in 4th quarter of FY 2023-2024  
Jennifer Eeds seconded- Yes  
Ramona Heschke-Yes  
Vicki Oaks- Yes  
Motion carried.

8. **Public Hearing-FY 2023-2024 Budget Revision #1**

9. Discussion and possible action to approve FY 2023-2024 Expenditure Budget Revision #1

Ryan Guerrero motioned to approve FY 2023-2024 Expenditure Budget Revision #1

Jennifer Eeds seconded- Yes

Vicki Oaks- Yes

Ramona Heschke-unable to vote due to secure call ending.

Motion carried.

Meeting Dates: Next Governing Board Meeting January 8, 2024 at 6:00 pm

Adjourn Regular Meeting by Vicki Oaks at 7:15 pm