

**HACKBERRY ELEMENTARY SCHOOL DISTRICT NO. 3 GOVERNING BOARD
CEDAR HILLS SCHOOL 9501 NELLIE DRIVE KINGMAN, AZ 86401**


REGULAR BOARD MEETING MINUTES

Governing Board Conference Room

Tuesday, April 14, 2020 at 3:45 p.m.

THE MINUTES FOR THE MEETING IS AS FOLLOWS:

GOVERNING BOARD OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT #3

**BY:  _____
Agent of the Governing Board, Deb Warren, Administrator**

The minutes for the meeting is as follows:

I. OPENING ITEMS

1. The meeting was called to order by: Board President, Scherrie Whitten @ 3:45 pm

2. Roll Call:

3. Pledge of Allegiance:

4. *Community Communications (call to the Public)*

The board will listen to comments from the public but will not respond except as permitted by A.R.S.38-431.0 I (G). The Board may refer to the administration or request to have it plead on a future agenda. If members of the public wish to address the Board, they must fill out the Request to Speak Form located in the back of the Board Room. The form should then be left at a designated location and will be collected by the Clerk of the Board prior to the meeting. The time limit rule, noted on the form will be enforced.

Governing Board President, Scherrie Whitten, stated that just so everyone knows, we will have the three minute rule still in force.

Tammy Herrera- I do come to some of the meetings. My concern is losing any of the staff at the school because everybody has their jobs and their duties. The paraeducators have been extremely helpful to my children and I have two kids with different special needs. One with autism, and he's come a long way with his struggles and getting the help with reading and math for all my kids has been a huge benefit. The teachers, it would be very hard to add more grade levels on to any one teacher. The parents are learning that at home right now, especially the ones that have several children. I am trying to teach four different grade levels right now while I am at home. I am spending a lot of time on Khan Academy trying to relearn stuff myself. So for teachers to have to teach several grade levels, even if it is a smaller classroom, to ask them to do more than 2 or 3, is just not the responsible thing to do. The staff for the bus and cleaning and maintenance and stuff, they are always busy. I never come to the school and find somebody sitting around with nothing to do. They help with all of the departments and are able to help in the kitchen if

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needed or where you would have to have outside staff to back up or pick up the slack. I would just hate to see anybody go, especially if we're under budget and an A grade school.. That's my concern.

John Warren- See Exhibit A attached

Anthony Tungka- Good evening everyone thank you for having me today. I would like to congratulate Deb Warren, Joni, and along with the teaching staff for acquiring the A+ grading for this school. Want to congratulate the teacher aide staff for being the one on one skills to acquire A honor roll and A/B honor roll in which my niece and nephew were able to obtain. I am very proud to announce that. I would like to bring up some key things that were mentioned in previous board meetings that was requested by the public itself for this current board staff to look at and investigate upon. It has to do with regarding missing \$40,000 or \$50,000 dollars, missing funds that wasn't recorded or documented missing documentation regarding theft Beverly who was formr account manager who was here during the time that we had Ms. Scherrie Whitten.....

Scherrie Whitten- I want to stop that, cause that has been in Joni's hands to take care of.
Tony Tungka- But the board did not bring any updates regarding that so I want to address that.

Scherrie Whitten- I would like to stop this conversation at this time and turn it over to Joni at this time and Deb Warren because they had submitted that to the attorney general. What we were told I have asked about it several times and yet no answers. So if you have nothing further to say, you can stop now. We have asked, and asked, and asked and we have been told there is nothing on that. Sorefer that to our Administrator and Business Manager because I have asked. Have I not ?

Deb Warren- We have no answers.

Scherrie Whitten- Let them know that so they can hear you

Tony Tungka- It's pretty important for the public to be aware if there's any updates regarding that.

Scherrie Whitten- That's right.

Tony Tungka- Nothing was brought throughout the time from the beginning of your inauguration up until this point.

Scherrie Whitten- You have been here and have not attended enough meetings.

Ellen Kelley- I am going to speak right now, and it was discussed in meetings, open meetings. Joni did discuss it, and right now we don't even have to comment on anything and we shouldn't.

Scherrie Whitten- It is slander. Understand that.

Tony Tungka- It is not really slander when it is public information.

Scherrie Whitten- When you are telling us, it is. Thank you

Leanne Donason- See Exhibit B attached

Karen Van Steen for Deb Hill- See Exhibit C attached

Karen Van Steen- See Exhibit D attached

Rocky Hamodey- My name is Rocky Hamodey and as former President of school board here, and then I had my heart attacks and wasn't able to run for another term. I just want to say about contracts in general, I am proud to say that I was one of three that voted for Ms. Warren in when we first got her. We knew she was talented. We were lucky to get her, and it's pretty funny the way this whole thing has come about in the form of a vendenta by this board to get rid of her. People that have done a great job and you have went out of your way to make it just miserable. and it's not that I'm just saying that. It's what everybody is saying. Now I am not afraid to step up, I know someone else is

running for the board, I am running for the board. I hope one of us makes it, and gets them kicked out, because we need to have a better board in here. I just want you to know that even that the one person going to be running, we are going to be doing that, but also for Ms. Kelley we are going to do a recall. Thank you

Scherrie Whitten- I'd like to add to that. There is no vendetta.

Gabby Hamodey- Good afternoon ladies and gentlemen. My name is Gabby Hamodey and I am also running for Mohave County Board of Supervisors District I. I want to say that I really highly value the principal Debra Warren, the staff, and teachers of this wonderful school. While my husband was president of this school board, he's the one and the board that instituted and hired Ms. Debra Warren, and hired the staff and the teachers that made this wonderful A+ rating. The kids are wonderful. This is a family atmosphere and the school board members are trying to destroy and dismantle everything they worked so hard for because of their personal vendetta for control, power, and money. They don't care about what they put the kids through in changing all of the teachers or support staff or the principal. These kids love the people that work there and it is going to be a traumatic experience if it gets changed. Like my husband, Rocky Hamodey, he is running for the school board and we are going to run. A- Ellen Kelley out of this school district because she is not doing what's in the best interest of the school, she's not doing what's in the best interest of the kids, or anybody else. Just her.

Scherrie Whitten- I terminate this at this point.

Gabby Hamodey- Thank you.

Scherrie Whitten- We are going to stop this board meeting at this time if this continues.

Ellen Kelley- Did everybody here that. We're gonna stop the board meeting if this

Scherrie Whitten- There re a lot of open meeting laws that were violated

Ellen Kelley- Please stop. I have a lot to say.

Scherrie Whitten- OK

Megan Hamodey- Hello my name is Megan Hamodey. First thing I would like to say I am reiterating what others have said that the school has achieved an A+ rating. It wasn't under you guys. My question is how do you Scherrie Whitten, and Ellen Kelley, justify dismantling a team , the principal, the teachers, the support staff, that have achieved this rating ? Thank you

Ellen Kelley- I am telling you right now this is probably going to go over three minutes and I am not going to stop unless the Board President stops me. See Exhibit E attached for additional public comments from Ellen Kelley.

5. REPORTS

*Administrator: Food Service A.R. documents

Employee Salaries Comparison Years documents
(2016/17, 2017/18, 2018/19, 2019/20, and projected 2020/21)
Certified Teacher certification documents (4)

Board President, Scherrie Whitten motioned to table Administrator reports.

*School Board Report: None

*Business Manager:None

6. Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Hackberry Unified District Office, 950 1 Nellie Dr. Any Board member may request an item be pulled off the agenda for further discussion.

A. Approve Minutes

March 10, 2020 Regular Board Meeting Minutes Discussion/Action
Scherrie Whitten motioned, Ellen Kelley 2nd, passed 2-0

March 19, 2020 Special Board Meeting Minutes Discussion/Action
Ellen Kelley motioned, Scherrie Whitten 2nd, passed 2-0

B. Approve Vouchers

1. Ratify Hackberry Vouchers: 2046, 2047 Discussion/Action
Scherrie Whitten- Asked about the purchase from Home Depot for \$398.89
Deb Warren- Stated it was for a Husky work table for the TV monitor in the library.
Scherrie Whitten- Is the solar saving the school any money ?
Deb Warren- No, not really.
Joni Bullock- No it is not.
Scherrie Whitten motioned to approve vouchers, Ellen Kelley 2nd, passed 2-0.

2. Ratify Hackberry Payroll Vouchers: 2121, 2122 Discussion/Action
Scherrie Whitten- Asked why there were three employees that only got partial pay ?
Was that because of spring break ?
Deb Warren- Yes it was.
Scherrie Whitten motioned to approve payroll vouchers, Ellen Kelley 2nd, passed 2-0.

II. OLD BUSINESS

7. Approval/renewal of Administrator/Superintendent contract for SY 2020/21-Deb Warren. The Administrator/Superintendent may continue to work with the District through a Post-Retirement Employment Opportunity through a third party vendor such as Educational Services, Inc. (ESI). The Board will have to authorize to enter a third party vendor agreement pursuant to A.R.S. 15-502(A)

Rehire Terms Acknowledgement have been provided to board members March 10, 2020 regular board meeting.

Policy CB- Administrator
Legal Reference: A.R.S. 15-503

Discussion/Action

Scherrie Whitten- So we, the Board may vote to go into executive session to talk to the attorney to. Do you see any reason to contact our attorney ?

Ellen Kelley- It is entirely up to you.

Scherrie Whitten- I have talked to the attorney several times in regards to this. Do you need to talk to him ? The attorney ?

Scherrie Whitten- Do you want this in an open meeting or go into executive session ?

Deb Warren- We cannot go into the executive session because it wasn't posted on the agenda.

Scherrie Whitten- We can if we call the attorney.

Deb Warren- Yes, if we call the attorney, but with this 3rd party there is a process you go through. There is not any reason to contact the attorney.

Scherrie Whitten- I've been contacting the attorney about this board meeting. Due to it's only a one year thing I believe we need to bring in a new administrator. That's my opinion. So I vote no.

Deb Warren- The thing you have to realize with the one year, when you go through this third party, with this percentage, and then you can continue.

Ellen Kelley- But we want to get somebody new in.

Scherrie Whitten- We need somebody new and start out fresh. This is the letter of non-intent to rehire. I need you to sign it.

Deb Warren- So the reason you are not rehiring me is why ?

Scherrie Whitten- The reason why is because I think we need to start out the year with new administrator.

Gabby Hamodey- You need someone new, not the school.

Ellen Kelley- If you are going to be disruptive, you are going to be asked to leave. If you're running for Board supervisor you should know better.

Audience- Please speak up.

Deb Warren- They cannot hear you, please talk into the micriphone.

Scherrie Whitten- Also to keep the kids. I've been looking at the whole situation and this is my feeling. They need to get used to a new superintendent and ease into the process. This is the letter of non-intent which I told you I was going to ask the attourny to draft up and he did. I did not hide it from anyone. That's what he drafted up'

Scherrie Whitten- So I make a motion to not approve the third party ESI post retirement and employment opportunity and we will not be renewing your contract.

Deb Warren- Can you hear me out there ? So just to be clear. I am not going to be rehired even though I have accomplished the goals that I was expected to accomplish during my term ?

Scherrie Whitten- Correct. You had said that you were going to retire if we did not...

Deb Warren- I can retire and come back to work and save the district money.

Joni Bullock- We could save \$23,000.00

Deb Warren- Which I would be saving the district money which would be a win win situation. If you would talk to the representatives from the third party contractors, they would be able to tell you. It's a win win for the district and the employee.

Scherrie Whitten- I understand that. As a board we have decided.

Deb Warren- Please speak into that so they can hear you.

Audience- Not trying to be rude Scherrie, but we would love to hear you. You wanted us here. Please speak into the microphone.

Scherrie Whitten- So would you please sign this ? It was drawn up by our attorney and we advised you of it before.

Deb Warren- I find that interesting, that it was drawn up before the board meeting.
Scherrie Whitten- He's the one that drew it up. We can get him on the phone if you would like to know about it.
Deb Warren- There is no reason. You guys have made up your minds.
Scherrie Whitten- We have not made up our minds.
Ellen Kelley- No I sat down and it took me hours to go over pros and cons and everything else.
Deb Warren- I'm saying at this point.

Scherrie Whitten motioned to not rehire for 2020/21 Ms. Warren. She has been given the letter of non-intent to not rehire, Ellen Kelley 2nd, passed 2-0.

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

8. Approve Certified Personnel Contracts

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>POSITION</u>	<u>DATE</u>
Hawley	Steve	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Henry	Patricia	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Peters	Elsa	Teacher	7/20/2020
Scherrie Whitten motioned to not rehire for the 2020/21 SY, Ellen Kelley 2nd, passed 2-0			
Prentice	Sara	Teacher	7/20/2020
Scherrie Whitten motioned to rehire for the 2020/21 SY with changes to her contract. Fufills the deficiencies on her certificate by the end of next year. We were told that you were certified. Ellen Kelley 2nd, passed 2-0			
<u>Deb Warren</u> - She is certified.			

Policy GCB- Professional Staff, Contracts and Compensation
Legal Reference: A.R.S. 15-502, A.R.S. 15-503, A.R.S. 15-544
A.R.S. 15-952, A.R.S. 15-977

Discussion/Action

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

9. Approve or disapprove Classified Work Agreements.

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>POSITION</u>	<u>DATE</u>
Brown	Brian	Bus Drive/Maint.	7/1/2020

Scherrie Whitten motioned to not rehire for the 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tony Tungka- Can we ask questions afterwards ?

Cynthia Henson- Will they be given reasons why they weren't rehired ?

Scherrie Whitten- No. They are an at will employee.

Bullock	Joni	Business Manager	7/1/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Durst	Stacy	Paraeducator	7/20/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Henson	Cynthia	Paraeducator	7/20/2020
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Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tungka	Tony	Custodian/Maint.	7/1/2020
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Scherrie Whitten motioned to not rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Tony Tungka- File under EEOC under discrimination.

Van Steen	Karen	Front Office Clerk	7/6/2020
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Scherrie Whitten motioned to rehire for 2020/21 SY, Ellen Kelley 2nd, passed 2-0

Ellen Kelley- I have to say that I did not come to these decisions lightly, but I dug and dug, did some soul searching.

Audience- What did we do wrong ?

Gabby Hamodey- Your not under their thumb, under their control. Their going to hire people they can control, manipulate.

Ellen Kelley- I am a homebody. I stay on my land ...

Audience- Many talking, hard to understand.

Scherrie Whitten- We are going to call this meeting to order. If we can't have it to order, we will close the meeting.

Policy GDB- Support Staff Contracts and Compensation

Legal Reference: A.R.S. 15-502

Discussion/Action

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

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III. NEW BUSINESS

10. Preschool License

Discussion/Action

Ellen Kelley- I have a question for that. On the letter it says only five, but I see six.

Deb Warren- There are six.

Ellen Kelley- On the letter from the state it said only five.

Deb Warren- It states for five or more children for compensation.

Ellen Kelley- I have a question. Are they being served food ?

Deb Warren- Yes, we serve them a snack when they come in and there is no compensation. To clarify what has taken place with this item #10. We received a week after our last board meeting, when we were questioned about preschool licensing, a formal complaint from the Arizona Department of Health Services about licensing. I spoke with William Manzelmann from the department and he sent me the forms that I needed to complete. I completed those and emailed those over to him letting him know what our program looked like and actually had a great conversation on the phone with him in reference to our preschool program. We do not charge any compensation or any other type of fee at all for our preschool children to come to the school from 12:15-3:30 each day. Honestly, he could not understand why somebody was filing a complaint with their department because we have an awesome program going on at this school at this time or we did, with a certified teacher.

Scherrie Whitten- Thank you

Ellen Kelley- Probably because the district, if anything happened, god forbid, could have been sued terribly. A lot of money.

Deb Warren- For what ? We report to the state. We take attendance everyday.

Ellen Kelley- I am just saying that is probably why.

Deb Warren- We are not required to have a license.

11. Possible letters of Direction to employees – staff ethics

Discussion/Action

Scherrie Whitten- I am going to direct Ms. Warren to give this to all staff members to fill it out. I talked to Jeff Dollins, our attorney, and if we need to get him on the phone for more directions on this we can. But it is a letter cause there were a lot of things gone out from our staff belittling our board which we had talked about previous. This is a letter that goes out to the staff saying is not legal for staff to do this. So he filled out this paper, put this letter together and it's a direction. We're to give you the direction to give this to the staff.

Deb Warren- I reference to the Formal Letter of Direction cannot be provided to an employee unless there is specific evidence showing that they have violated these policies. You can't just give a person a Formal Letter of Direction if they haven't violated a policy

Scherrie Whitten- Ok, then let's get our attorney the phone.

Deb Warren- We can do that. I am not going to give... that is disciplining an employee for something that they have not done.

Scherrie Whitten- We are not disciplining anyone. It's telling them what the rules are. It says Formal Letter of Discipline, Direction

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Deb Warren- That's discipline.

Scherrie Whitten- This is not discipline. It's letting them know that it's not allowed.

Deb Warren- I've already had a conversation with him about a Formal Letter of Direction and it is discipline.

Audience- It is intimidation.

Scherrie Whitten- It should not be. It should be letting them know that they are not allowed.

Deb Warren- We need to get him on the phone because I do not want to just blatantly give out to all employees if they have not violated a policy. It specifically states on there, district policies GBEA and GCQ Those are specific policies they had to violate and if they haven't, they shouldn't receive a Letter of Direction.

Scherrie Whitten- Ok then let's get him on the phone.

Scherrie Whitten motioned to go into Executive Session to receive legal advice from our attorney according to A.R.S. 38-431.03(A)(3) @ 4:49 pm. Everbody needs to clear the room and the camera needs to come off.

Back into regular session at 5:00 pm.

No action taken at this time.

The Board may vote to discuss this matter in executive session to receive legal advice from its attorney pursuant to ARS 38-431.03(A)(3)

12. Adjourn: 5:01 pm

Pursuant to the Americans with Disabilities Act (ADA), Hackberry Elementary School District #3 endeavors to ensure the accessibility of all of its programs, facilities, and services to all persons with disabilities. If you need accommodation for this meeting, please contact the school at 928-692-0013

Posted By

Time

Date

| **DRAFT**

Good Afternoon,

My name is John Warren, I am the Superintendent of the Topock School District, and the immediate Past President of the Arizona Rural Schools Association

On behalf of the Arizona rural schools association, currently led by Executive Director Wes Brownfield, and Executive Board members Kristin Turner Superintendent of the Paloma School District, Dr. Mellisa Sadorf Superintendent of the Stanfield School District, Assistant Superintendent Jaime Festa of the lake Havasu School District, Dr. Robbie Koerpich of the Holbrook School District, Dr. Stephanie Miller of the Congress School District, Karl Uterhardt of the Cochise School District, Sean Rickert of the Pima School District, Jackie Price La Paz County School Superintendent, and Dr. Patty Horn of Northern Arizona University we would like to commend the Cedar Hills School staff, students, and families for their second consecutive year of attaining a letter grade of A. This is a tremendous accomplishment attained by a small percentage of schools statewide, and even fewer rural schools. In Mohave County I attend board meetings on behalf of ARSA to recognize Teacher of the Year winners and other awards and accolades. In 2018, Mohave County Teacher of the Year Ginny Sautner of Lake Havasu became the Arizona Teacher of the Year and was crowned the National Teacher of the year at a ceremony in St. Louis Missouri. In fact, 2 of the last 6 AZ Teachers of the Year have went on to win the National

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Teacher of the Year award including one runner up. We are proud of our rural teachers and their accomplishments and honored that the AZ rural Schools association represents ALL member schools regarding state educational legislation at the Capital, as well as providing valuable input to the Arizona Department of Education, State School Superintendent Kathy Hoffman and the State Board of Education.

I would also like to acknowledge that Cedar Hills School Administraor Deb Warren has been nominated for the ASU Digital Prep Champions of Innovation Award for her leadership in attaining an “A” rating for two consecutive years.

This award recognizes a leader in rural public education who exemplifies excellence through visionary leadership leading to the implementation of innovative practices securing a higher quality education for students at their rural public school. Ms. Warrens leadership and guidance has demonstrated the following:

- A Commitment to educational quality and student achievement and a vision of learning that is shared and supported by the school community.**

- **Facilitating a sustainable school culture and instructional programs conducive to student learning and staff development.**
- **And Effective identification of student academic needs and appropriate instructional strategies to achieve measurable student academic improvement outcomes.**

So, again I congratulate you all for your commitment to academic excellence and the tremendous success that is Cedar Hills School.

Thank you

My name is Leanne Donnason. I have five grandchildren that attend this school. I am very interested in how this school succeeds. In November I will be on the ballot to fill the the empty spot on the school board. I understand Ms Whitten, that your term is up in December. I know your property is up for sale, so I am wondering if you are still planning on running for another term? Will you still be living in this area?

We as a community elected both you and Ms Kelley to the school board, believing you were going to uphold the wishes of the community in regards to our school. Last month the community let their voices be heard in the March board meeting. I would hope you as a board would honor those wishes. This staff has achieved a grade letter "A" for a reason. They have worked hard and long to help these students achieve their honor roll grades.

I hope you are not planning on changing that because of your own agendas.

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Exhibit B

April 2020.

March 10, 2020

To the Governing Board of Hackberry School:

My name is Debra Hill and I have been employed by Cedar Hills as a reading specialist for the last year. As an employee of the Canyon State Educational System I also work for other small schools in the Phoenix area. Cedar Hills is the most successful of these schools and the only school that has an "A" rating from the state. This rating is a hard-sought accomplishment and indicates that the students are being taught the standards that will be required for the next grade at a high level of mastery. Only about 25% of all schools in Arizona have received this grade.

The students and staff under the leadership of Ms. Warren have worked hard to obtain and keep an A-rating for the last two years. Ms. Warren is an expert as a leader to accomplish this challenge. She is able to interpret data and set in place interventions to ensure that students obtain mastery and are well-prepared for testing on the AZm2. She provides feedback to teachers and students using data and her knowledge of each and every student's academic achievement.

As an educator for the past 35 years serving in the capacity as a teacher and administrator, I believe that Ms. Warren has a skill set that is rare among most other administrators and these skills have been a very positive influence in the success of Cedar Hills. In my opinion, she would be very hard to replace, and with her continued guidance at Cedar Hills it will maintain its status as one of the only "A" schools in Mohave county, which is a source of pride for the students, teachers, staff, and parents.

Sincerely,

Debra Hill

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Exhibit C

In addition to this letter,

Mrs. Pike, our music teacher for the last three years, came to school today and picked up all her personal items. She made a point to tell us that if Ms Warren is not given a new contract, she will not return. She had also been a full time teacher here in the past.

Also parents and grandparents have told me personally that if Ms Warren and her staff are not reinstated, they will take their students elsewhere.

On a personal note, the students are the ones who will suffer the most. The students have already been traumatized by the coronavirus pandemic and then to come to school to staff they do not know, will be more traumatic to them. The state of being of our students should be our most important goal right now. I don't feel that adding to their trauma is reaching that goal.

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Exhibit D

April 14, 2020

My name is Ellen Kelley, which I'm sure you all know by now. I also want everything that I say posted like everyone else that speaks here. I will give a copy to whomever is posting this meeting so you can write it verbatim and there will not be any misinterpretation or misquoting.

First, I want to address the issue of rehiring the administrator. If anyone was here at the February board meeting you would have heard Ms. Warren tell the board that she put in for her retirement and that it would be effective June 30th at the end of her contract. This meeting was approved at the March board meeting. This should have been posted on the Cedar Hills School website for everyone to read.

Second, people are attacking me without even knowing me, you do not know my beliefs or philosophies, you might have had me over for dinner and have seen me at social functions, But you do not know me. How many people know that I give blood every 56 days, donate to St. Judes, and the HSUS? How dare people attack my character and say things about me when they do not know anything about me. Are these behaviors that are being exhibited showing and instilling moral and honest ideology in our children, that without evidence you can hate, show contempt, and condemn even if you do not know the person and there isn't any proof of any misdoings or corruption? Shame on you.

One of the most proudest moments of my life was when I was elected to this position and I was sworn in and took the oath. I do not seek power, nor do I want any. I ran for the board for the children, parents, guardians, staff and the district, I thought I could make a difference.

There are people that are being evil, mean and vile, they are attacking a district member who is a kind and loving person. You know who you are. This is wrong and needs to be stopped. How could you do this to another human being? Why would you want to do this?

As for the old board, since so many are intent on bringing them up, let me bring you up-to-date on them.

I know for a fact, from the person that worked here as an administrator, and others, that there was a "discussion" from the board to pay themselves. If they would

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have read what it means to be on a school board then they would have known that it is a volunteer position, that I was more than happy to run for. Talk about nepotism, they were all related and cronyism, friends and family were hired, how were they and the people they hired qualified? I wanted to be an informed school board representative and not be "ignorant" of my duties.

I do not seek "power" which was said on a website, I do not go on a "rant and rave" like other people have. I find out all I can, choose my words carefully, and, with some intelligence, especially if I do not have all of my facts and I am only hearing it from a few chosen people. I do not make accusations on people, I do not do things in regards to personalities or how I feel about a person as was indicated by a few misinformed people. As far as the statement that was said in regards to getting rid of the people here and wanting to get "friends and family hired, first of all, if you know me, you would know that most of my friends are retired and do not seek employment, second, again, if you knew me, you would have know that my family is in CA. and Showlow. I have no immediate family here. They have passed.

I also know for a fact, from the person that this happened to, that the board president came to the school and fired this person. This is a violation of the open meeting law, and a "blatant" show of power and totally illegal. It could have cost the district more than the \$5,000.00 dollars that was paid to this person for this.

This is an egregious act and I am surprised it did not cost the district more money. How many here knew of this?

I look at all the facts before making any decisions, I want to have informed, intelligent, and factual information before I say or do anything. I do not take this position lightly.

I remember when my daughter was in preschool here, yes, how many remember the preschool that was here before? The board was more than welcomed to come into the school, they were able to help out and volunteer in the school. We also had a lot more district volunteers coming to the school to help out. We had a district volunteer come in and do a wood shop class, we had office volunteers and volunteers to help the teachers with reading and writing.

I remember the food back then and it was great, nutritious and generous. We also had a lot more functions offered to the children and district than what is offered now. We had barbecues and just to say thank you luncheons, awards were given to

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Exhibit E-pg. 2

the volunteers, we had dinners for all the holidays plus some. We have very few of this now, we also went on a lot of field trips back then too.

It was mentioned that board members should get to know the staff more but when I came to the school to meet the teachers and staff, I was shot down and was told it looked like I was trying to catch somebody doing something. Why in the world would anyone think that is beyond me, I do not think like that, I try to find the good in all. I'm starting to have doubts. I wanted to know the staff more, again, I wanted to be involved, not to have power, but to be more informed and to help in anyway I could. I have volunteered in many positions and in different capacities and thought my expertise could be utilized here. I guess I was wrong in thinking that. How many of you, including staff has tried to get to know me better?

I gave an article to the administrator about re-thinking the boards role because I wanted to be more involved in helping the children, district, teachers, staff, and school, not to have power. It is ironic that after I did this a "rant and rave" went on line a couple of days later accusing me of wanting power.

Also, in that "rant", there was mention of two prior board members that had passed away. What she was referring to was an administrator that hired a person that was a relative of someone on the board, gee, the old board hired friends and family. Shame on her for bringing that up, lets try to hurt the board member more by talking about her husband and mom that passed away. Shame on her for writing that article. Did she know what her husband and children did while on the board. If so, she is as guilty as them.

Is this someone that you would want to be in power, I would hope not. I had calls from people in town, I'm not going to quote all the words exactly but, they wanted to know "who this crazy person is", I told them I do not know her. I have never met her. She says she knows me but she did not even spell my name correctly. This is sad that someone would go after people and stir up trouble just to get votes.

And to whomever sent that letter home, how cowardly not to sign your name on it. Obviously you were trying to rile the district up and cause hate and discontent. Didn't anyone question how it got sent home and why it wasn't signed?

It is sad that it takes accusations and hate letters to bring people to the board meetings. There were many meetings where there wasn't one person from the

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district in attendance.

You are supposed to be G-fearing people, you go to church but then you shun your neighbors and so called friends. You talk about people behind their backs and then when something you "thought" was going to happen you ban together and criticize people without knowing all the facts. There are things that transpire that as board members we are not able to discuss. There have been times when board members went home and discussed negative items in front of their children and then it comes back to the school in the classroom. This is unacceptable, again, is negativity and hatred what we want to demonstrate to our children and grandchildren?

I have emotions and right now and I am just disappointed, disgusted, and depressed in the human race and how they are treating other people, especially in these times of need.

My saying is, "It's not that life is too short, it's that death is so long", and I have more important things to do in my life than to conjure up accusations, threats, and hatred.

In closing, I would like to thank everyone for coming to this board meeting.