



## NOGALES UNIFIED SCHOOL DISTRICT NO. 1 GOVERNING BOARD

Minutes of the Study Session of November 14, 2022, held at 3:00 p.m.

### I. Attendance:

**The following Board Members were present:**

Robert Rojas, President, Manuel Ruiz, Clerk; Members, Marcelino Varona, Jr., Greg Lucero and Cesar A. Lopez

#### a. Call to Order

**Mr. Rojas called the meeting to order at 3:00 p.m.**

#### b. Pledge of Allegiance

Dr. Varona led all in the Pledge.

#### c. Adoption of the Agenda

Superintendent Canto recommended approval as presented.

Mr. Ruiz made a motion and was seconded by Mr. Lucero for approval.

Motion carried unanimously by members:  
Ruiz, Lucero, Varona, and Rojas

### II. Study Session

Board Member Cesar Lopez came in at 3:04 p.m.

**Mr. Rojas acknowledged for the record, that all board members were present at this time.**

#### a. Evaluation of School Board/Board Self Evaluation

Superintendent Canto gave an overview of the evaluation with a Power Point.

The Governing Board made comments on the Power Point presentation as follows:

Dr. Varona made the clarification that in addition to the Board's self-evaluation, the evaluation of the Superintendent would be going into executive session during the regular meeting.

Mr. Ruiz mentioned that he saw a very positive outcome and they, as a board, were going in the right path taking the District to the next level.

Dr. Varona stated that he also felt the Board was heading in the right direction with this District and felt comfortable with that thought.

Mr. Rojas agreed with his colleagues and mentioned that all principals' reports showed they were engaging with the parents, and it was a very important point.

Mr. Lucero agreed with his colleagues adding that there was always room for improvement and to always be striving for a better place.

Mr. Lopez stated he concurred with his colleagues' comments.

Dr. Varona agreed with Mr. Lucero and stated the Board has been working well with the superintendent making a great emphasis to follow through.

Mr. Lucero mentioned that the District is moving in the right direction and thanked all involved, especially the staff who has worked hard.

Mr. Lopez agreed with his colleagues.

Mr. Rojas mentioned that he heard the people's comment regarding the letter grades and felt proud that they voiced their positive opinion.

Superintendent Canto agreed and mentioned the district had a great deal to be proud of.

Superintendent Canto gave an overview on the Power Point items on areas of opportunity.

Dr. Varona mentioned he would like to discuss questions 49, 50, and 51 in the Power Point for the public to be aware.

Mr. Lucero mentioned he supported items 49, 50, and 51 with the comments made by Dr. Varona.

He made comments on what would happen if the district would start losing students.

Superintendent Canto made a few clarifications for the Board.

Mr. Lopez agreed with Mr. Lucero and Ms. Canto's comments.

Dr. Varona clarified about long-term facility and the override.

Superintendent Canto continued with her Power Point presentation.

The Board stated their comments and concerns and the importance of the budget and the need to be prepared for a cut, if any would approach.

The Board added that this information would be discussion to be brought up at the board's retreat

### III. Adjournment of the Study Session

Mr. Ruiz made a motion and was seconded by Mr. Lucero for adjournment of the public meeting.

Motion carried unanimously by members:  
Ruiz, Lucero, Varona, Lopez, and Rojas

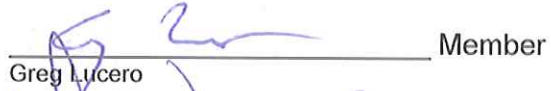
Session adjourned at 3:43 p.m.

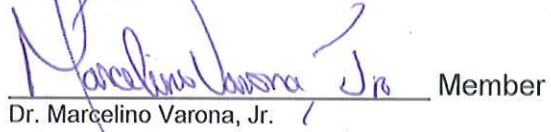
**APPROVED BY THE BOARD**

  
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Robert S. Rojas      President

Respectfully Submitted,  
Mary T. Lopez, Secretary  
December 12, 2022

  
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Manny Ruiz      Clerk

  
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Greg Lucero      Member

  
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Dr. Marcelino Varona, Jr.      Member

  
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Cesar A. Lopez      Member

(For exact statements made during the Board Meeting, you may request a copy of the DVD)



# Nogales Unified School District No. 1



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## NOGALES UNIFIED SCHOOL DISTRICT NO. 1 GOVERNING BOARD

### Minutes of the Regular Meeting of November 14, 2022 Immediately after the Study Session

I. Attendance:

**The following Board Members were present:**

Robert Rojas, President, Manuel Ruiz, Clerk; Members, Marcelino Varona, Jr., Greg Lucero and Cesar A. Lopez

a. Call to Order

**Mr. Rojas called the meeting to order at 4:05 p.m.**

Dr. Varona made a point of order, asking for a moment of silence for the passing of Mr. Paul Lichter this morning. In addition, he asked that Superintendent Canto send a sympathy card on behalf of the Governing Board.

Mr. Rojas on behalf of the Board, offer the Lichter family their deepest condolences.

b. Adoption of the Agenda

Superintendent Canto recommended approval as presented.

Mr. Lopez made a motion and was seconded by Mr. Ruiz for approval as presented.

Dr. Varona requested to set aside for discussion Consent Agenda item "g".

Mr. Lopez amended the motion approving all items except Consent Agenda item "g" and was seconded by Mr. Ruiz.

Motion carried unanimously by members:  
Lopez, Ruiz, Lucero, Varona, and Rojas

II. Approval of Governing Board Minutes of October 24, 2022

Superintendent Canto recommended approval as presented.

Mr. Ruiz made a motion and was seconded by Mr. Lopez for approval.

Motion carried unanimously by members:  
Ruiz, Lopez, Lucero, Varona, and Rojas

III. Governing Board/Superintendent Information

a. Superintendent Report – Discussion, Celebration, Recognition, Announcements

1. Superintendent Updates

Superintendent Canto congratulated the NHS Culinary Arts Students and Ms. Marisela Parra for her leadership and having done very well.

## 2. Presentation of Commemorative Plaque to Family of the late Mr. Adelmo Sandoval

Superintendent Canto gave a brief overview and presented Ms. Nora Sandoval and family with an award to commemorate the first year anniversary of Adelmo Sandoval's passing. She proceeded to read the plaque for the record.

Dr. Varona mentioned this plaque, recognized the commitment that Mr. Sandoval had during his tenure at NUSD, adding that he was a very good human being who always gave a lot to the community and to the students of NUSD.

Mr. Ruiz mentioned that Mr. Sandoval had been a friend and an exceptional finance director.

Mr. Lucero mentioned that he had been a great individual and meant a great deal to the community who he had created a legacy with.

Mr. Lopez mentioned he was grateful to Mr. Sandoval and the family for all the good work he did for NUSD.

Mr. Rojas mentioned Mr. Sandoval was the first person to teach him about the finances of this district, adding he had been a great friend since the first day he had called him. He stated it was a great honor to have worked with Adelmo Sandoval.

The Board and Superintendent presented the family with an award for his legacy at NUSD.

Ms. Isela Teran, on behalf of her sister (Nora Sandoval) and family, stated a few words of appreciation for honoring her brother-in-law Adelmo Sandoval.

Mr. Rojas on behalf of the Governing Board thanked the family for being present.

## 3. Student Recognition - Lincoln Student Council

Superintendent Canto gave a brief overview of the event. She introduced Ms. Mayra Garcia to say a few words.

Ms. Garcia stated a few words of appreciation to all Veterans for their service and mentioned the tradition of celebrating them at Lincoln school. She mentioned for the record the names of the student and introduced them to receive a certificate of appreciation for all their help with the event.

## 4. Governing Board Retreat Planned for December 5, 2022 in Tubac

Superintendent Canto informed the Board the retreat was scheduled for December.

## 5. University of Arizona College of Education Convocation Dignitary

Superintendent Canto gave a brief overview, stating she would be participating in congratulating all college student during the graduation.  
Dr. Varona mentioned that NUSD was doing great with this program.

#### 6. 2022 School Letter Grades

Superintendent Canto gave an overview and mentioned that NUSD was very proud of all the letter grading all schools had received.

#### b. Governing Board Report, Celebration, Recognition, Announcements

Mr. Lucero reported he spoke to Mr. Colgate regarding the street construction and that the project seemed to be proceeding safely.

Mr. Ruiz congratulated Lincoln School for their participation on the Red Ribbon and for their event honoring the Veterans.

Mr. Lopez reported he attended the Red Ribbon luncheon and thanked those who stayed to help with the clean-up after the event.  
He congratulated all schools for receiving great letter grades.

Dr. Varona received a letter from former teacher, Judy McIntosh and read it for the record. He highlighted some of the good things she missed about Nogales.  
He reported he along with Mr. Rojas, attended the memorial services of John Hays at Rio Rico, representing NUSD.  
He further reported he had attended a former NUSD's graduate swearing-in ceremony as a judge at Pinal County.  
He reported he had attended the Red Ribbon Celebration and the choir was great and it had been a delightful event. He thanked Sheriff Hathaway for his support.  
He mentioned he attended the Nils Urman event, which had a great guest speaker.  
He made comments on the school reports and congratulated the schools for doing a great job.

Mr. Rojas echoed the sentiments of his colleagues.  
He further reported he had attended the Veteran's Day event at Lincoln School, and it had been a great event.  
He also attended the NHS football game and mentioned it was a great game.  
He concluded by mentioning he had also attended the John Hays memorial ceremony as well.

#### IV. Call to the Public

Mr. Jefferson Laffey spoke regarding a concern at Lincoln school.

#### V. Consent Agenda

Superintendent Canto recommended approval as presented.

Mr. Ruiz made a motion and was seconded by Mr. Lopez for approval as presented to the Board with exception of item "g".

Motion carried unanimously by members:  
Ruiz, Lopez, Varona, Lucero, and Rojas

- a. Ratification of Student Activities/Auxiliary Operations Vouchers
- b. Ratification of Expense/Payroll Vouchers
- c. Student Activities/Auxiliary Operations Funds Extra Curricular Tax Credit
- d. Approval of Donation by DSMS PTC (\$4,500 for 3-new water fountains for Desert Shadows Middle School)
- e. Approval of Fixed Asset Disposals/Transfers
- f. Approval of Out of State Travel NHS FBLA Advisor and Chaperones and Students, who will be attending Nogales Business ED NYC 2023 (Trip Scheduled from 2/15-19/2023 in New York, NY)
- g. **Approval of Out of State Travel for the Pride of Nogales Marching Band to Travel to Anaheim, California (Marching Band will participate in Marching Down Main Street in Disneyland and 2 Performing Arts Workshops from March 11-14, 2023)**

Superintendent Canto gave a brief overview and recommended approval as presented.

Mr. Lucero made a motion and was seconded by Mr. Ruiz for approval as presented.

Dr. Varona made the notation that no student is left behind because of financial problems.

Superintendent Canto address Dr. Varonas concern.

Motion carried unanimously by members:  
Varona, Ruiz, Lucero, Lopez, and Rojas

- h. Approval of Intergovernmental Agreement between Pima Community College District and the Nogales Unified School District for Dual Enrollment
- i. Approval of Personnel Agenda

#### VI. Executive Session

- a. Superintendent Performance Review and Contract Renewal

Mr. Ruiz made a motion and was seconded by Mr. Lucero to exit the regular meeting and convene into executive session.

Motion carried unanimously by members:  
Ruiz, Lucero, Varona, Lopez, and Rojas

**Board enter into executive session at 4:57 p.m.**

Recess to Convene in Executive Session - Pursuant to A.R.S. §38-431.03(A)(1) to address the employment, assignment, salary, and performance of the Superintendent and terms of possible renewal of the Superintendent's contract.

Pursuant to A.R.S. §38-431.03(A)(3) or (A)(4) for discussion or consultation for legal advice from the attorney for the District concerning the process of hiring a District Superintendent, required qualifications of a candidate for that position, and terms of a contract and/or to consider its position and instruct its attorney regarding the terms of a superintendent contract that may be the subject of negotiations. No final vote or action will be taken while in executive session.

VII. Reconvene Regular Meeting

**Meeting reconvened at 6:00 p.m.**

Mr. Ruiz made a motion and was seconded by Mr. Lucero to reconvene to regular meeting.

Motion carried unanimously by members:  
Ruiz, Lucero, Lopez, Varona, and Rojas

VIII. Discussion and Possible Action

a. Approval of Superintendent Contract Renewal Commencing July 1, 2023

Mr. Ruiz made a motion to make a three-year contract with base pay of \$160,000 per year and the NUSD attorney to draft a contract for the Board's review. Terms to begin July 1, 2023, and was seconded by Mr. Lopez for approval.

Motion carried unanimously by members:  
Ruiz, Lopez, Lucero, Varona, and Rojas

b. Superintendent Performance-Based Pay Plan SY22-23

Superintendent Canto gave a brief overview of the insert on her performance that was stated for the record.

**Dr. Varona exited the meeting at 6:03 p.m.**

Mr. Ruiz made a motion and was seconded by Mr. Lopez for approval as presented.

Motion carried unanimously by members:  
Ruiz, Lopez, Lucero, and Rojas

IX. Requests for Future Agenda Items

Mr. Ruiz mentioned that he would like to request to have a nice celebration for Dr. Varona's last meeting.

Mr. Lucero mentioned he wanted a report on Support Services materials disposal.

X. Adjournment of the Study Session

Mr. Lopez made a motion and was seconded by Mr. Lucero for adjournment of the public meeting.

Motion carried unanimously by members:  
Lopez, Lucero, Ruiz, and Rojas

**Session adjourned at 6:05 p.m.**



**APPROVED BY THE BOARD**

  
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Robert S. Rojas

President

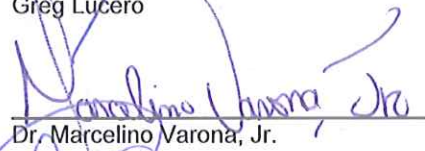
Respectfully Submitted,  
Mary T. Lopez, Secretary  
December 12, 2022

  
\_\_\_\_\_  
Manny Ruiz

Clerk

  
\_\_\_\_\_  
Greg Lucero

Member

  
\_\_\_\_\_  
Dr. Marcelino Varona, Jr.

Member

  
\_\_\_\_\_  
Cesar A. Lopez

Member

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