



*Sonoita Elementary School District  
Elgin School  
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Daniel R. Erickson, Superintendent*

## **BOARD RETREAT MINUTES**

PRESENT: Dan Erickson: Superintendent/Principal, Harry Dotson: President, Ginny Cosby, Tony Fennell, Megan Thomas, Nancy Webster

Meeting Called to order at 9:05 am/Concluded at 11:45 am

### **DISCUSSION ITEMS:**

#### **A: Governing Board Roles and Responsibilities**

Board reviewed policy 1-102 from the 2024 Arizona School Risk Retention Trust. It was determined that a portion of a power point presented by Jessica should be presented to the Board after installation of new board members and that all board members should have periodic reviews of the policy during their tenure.

#### **B: Superintendent Roles and Responsibilities**

Board reviewed policy 2-101. Pursuant to Code Rule R7-2-1007 and Board Policy 3-109. Dan requested that the Board table the possibility of an assistant until he has the opportunity to evaluate what his needs may be as the year progresses. Ginny suggested, and it was decided that Rusty Taylor might pursue preschool grant possibilities. Dan will contact Rusty and report back in August.

#### **C: Governing Board Ethics**

Board reviewed Appendix A- Code of Ethics for School Board Members as laid forth by ASBA. Board agreed that this code should be part of a new board member's orientation and reviewed regularly by present board members.

#### **D: Superintendent Evaluation**

Board reviewed Policy 2-201: Evaluation of Superintendent and discussed Dan's Superintendent Goals for 2024-25. It was decided that: 1) There will be a board action item on the agenda at the August board meeting determining the format. 2) That format will be a pass/fail with an addendum at a formal evaluation in April or May. 3) Data will be provided in March prior to the formal evaluation providing Board members adequate

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time for review. 4) There will be a verbal mid-year assessment in December prior to the formal evaluation in April or May. Dan reminded Board members that he is always available for comments, concerns at any time during his tenure as administrator.

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**E: Team Member Recruitment and Retention**

Board reviewed and discussed Dan's prepared strategies to help recruit and retain staff and teachers. It was decided that performance pay and stipends should be considered for staff as well as teachers. Dan will prepare an analysis of the cost associated with retention stipends for the August meeting. A retention stipend based on three to five years of meritorious standing will be considered after data is presented.

**F: Preferred Communication Method**

Consensus was that texts are preferable for short notifications, e-mails preferred for longer, detailed ones.

**G: Four Day School Week Considerations**

Dan provided extensive data on the Four Day School Week for referral and review.

Board will review the possibilities of alternative school calendars at the August board meeting. Dan will compile calendars from TUS, Vail, Benson, Patagonia, Catalina Foothills and Little Red for comparisons and review. He will also provide data on Friday attendance at Elgin School.

It was decided that any changes to the present calendar must include the school community, public review and comments and that a forum must be provided for this process with an exit survey as an integral part of the process.

Respectfully Submitted,

Nancy Webster

Vice President