



FIRST MESA ELEMENTARY SCHOOL
SPECIAL GOVERNING BOARD MEETING
Thursday, November 9, 2017 @ 7:00 AM
FMES ADMINISTRATIVE CONFERENCE ROOM

I. Call to order

Meeting called to order at 7:02 AM by Priscilla Pavatea, Governing Board President

II. Roll Call

Present: Priscilla Pavatea, Angeline Joseph, Jeremy Naha and Judy Talawyma

Quorum present

Staff present: Alma Sinquah, Alvanessa Waters and Sasha Charley

III. Approval of agenda

Motion:

Judy Talawyma motioned to approve the agenda

Jeremy Naha seconds the motion.

Vote: 3 Approved 0 Abstained 0 Opposed: President not voting

Motion carries.

IV. New Business

A. Discussion and Possible action for incentive

Ms. Alma Sinquah requested a bonus be given to all 37 FMES staff to show appreciation for their services. Ms. Sinquah provided 3 options: **1)** total cost of \$18, 500.00 bonuses based on years of service at a lower rate, **2)** bonuses are based on the year(s) of service: 1 year or less; \$350.00 x 13 employees totaling \$4, 550.00. 2 years, \$600.00 x 9 employees totaling \$5,400.00 and 3 years, \$800.00 x 15 employees totaling \$12,000.00 with a grand total of **\$21,950.00**. **3)** Bonuses to be given in equal amounts of \$700.00 for each employee totaling **\$25,900.00**. In addition, Ms. Sinquah recommends all 37 employees receive a turkey for Thanksgiving as an incentive. Total cost for the turkeys will be approximately **\$2, 022.12** (*possible discount may apply*). The funding for both the bonuses and turkeys will come from the 2 months Holiday benefit premiums.

Along with the bonuses and incentives, Ms. Sinquah also recommended a Retention Plan be creative for certified teachers to retain our teachers at FMES. Local schools are constantly in competition among one another for great teachers.

Motion:

Angeline Joseph motioned to accept option 2 for the bonus, for November 2017, purchase turkeys for incentives and Administration start working on a Retention Plan for FMES.

Jeremy Naha seconds the motion.

Vote: 3 Approved 0 Abstained 0 Opposed - President not voting

Motion carries.

V. Old Business

A. **Discussion and possible action regarding the Governing Board Election request**

Ms. Sinquah followed up with FMES attorney Mr. Tucker on the P.I.E. request to make changes to the election candidate eligibility and voter eligibility. Legal recommendations were provided and shared with the Governing Board members. At this point, Ms. Sinquah recommends the Election Bylaws will remain the same as is because it is too close to the December 2017 elections. Ms. Sinquah suggest on having discussions throughout the year with the P.I.E. Committee members.

Motion:

No motion is needed on this item. Recommendation to leave procedures as is because the way it is written, it is open to everyone.

VI. Announcements:

1. **November 9, 2017 – FMES Fall Carnival**
2. **December 19, 2017 - Governing Board Elections**
3. **November 21, 2017- Thanksgiving luncheon for students and staff only, including Governing Board Members. Staff are welcome to bring 1 guest**
4. **November 22-24, 2017 – Thanksgiving break for 10 month employees and the 12 month employees will be working**
5. **November 30, 2017 – Winter Ball**

VII. Adjournment:

Motion:

Angeline Joseph motioned to adjourn at 7:53 A.M.

Judy Talawyma seconds the motion.

Vote: 3 Approved 0 Abstained 0 Opposed - President not voting

Motion carries.

Prepared by: Alvanessa Waters, Board Secretary 

Approved minutes: Special Governing Board Meeting: November 9, 2017

Motion: Judy Talawaima motioned to approved as is Date: 12.6.2017

Second by: Angeline Joseph

Vote: 2 Approved 0 Abstained 0 Opposed - President not voting Motion carried: Yes

Governing Board President Signature: 