



**LITTLEFIELD UNIFIED SCHOOL DISTRICT #9
GOVERNING BOARD MEETING
Administrative Services Site
3490 East Rio Virgin Road
Thursday, November 13, 2025
5:00 P.M.
(Doors Open at 4:45 p.m.)**

Mission Statement

The Littlefield Unified School District is committed to excellence. Therefore, we are committed to providing opportunities for all students to learn and develop socially, emotionally, and academically. We are committed to providing resources to our students, parents and teachers in an ongoing effort to help students transition from childhood to adulthood.

1. CALL TO ORDER:
2. ROLL CALL:

Mike Fagnan, Board President
Mark Cobb, Board Member
Sean Hogan, Board Member
Karen Johnson, Board Member

Troy Heaton, Superintendent/Secondary Principal
Edward Dickie, Business Manager
Sheree Goessman, Human Resources Director

CEREMONIAL ITEMS

3. Pledge of Allegiance: By invitation of Board President.

AGENDA

4. Consideration of approval of the November 13, 2025 LUSD9 Board Meeting agenda.

PERSONNEL ACTION ITEMS

(*These items may be discussed in Executive Session pursuant to ARS § 38-431.03 (A)(1).)

5. Discussion and possible action regarding items related to Kevin Murray, Elementary Principal.
 - a. Discussion and possible action on the Administration's Statement of Charges seeking dismissal of Kevin Murray.
 - b. Discussion and possible action on hearing procedures and whether to appoint a Hearing Officer for the dismissal of Kevin Murray.
 - c. Discussion and possible action to delegate authority to select a Hearing Officer(s) to the Superintendent.
6. Discussion and possible action regarding items related to Shannon Fjeld, Literacy Coach.
 - a. Discussion and possible action on the Administration's Statement of Charges seeking dismissal of Shannon Fjeld.
 - b. Discussion and possible action on hearing procedures and whether to appoint a Hearing



Officer for the dismissal of Shannon Fjeld.

- c. Discussion and possible action to delegate authority to select a Hearing Officer(s) to the Superintendent.
7. Consideration of approval of a request by Tracy Jorgensen to waive the liquidated damages fee of \$2,500 per the Certified Teacher Contract.
- The Employee may request this item be discussed in Executive Session pursuant to ARS §38-431.03(A)(1).

EXECUTIVE SESSION (For Items #5a-5c)

The Board may move to discuss items in an Executive Session pursuant to ARS §38-431.03, which authorizes discussion and consideration of employment, assignment, appointment, promotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of the District.

- a) Confidentiality Statement: All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, 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 ARS 38-431.03 unless pursuant to a specific statutory exception.
- b) Discuss or consult with the District's attorney for legal advice and consider its position and instruct its attorney pursuant to A.R.S. § 38-431.03 (A)(3) and (4) to discuss or consult for legal advice with its attorney and to consider its position relating to dismissal of Kevin Murray. The Discussion or consultation may occur telephonically.
- c) Discuss or consider the employment and statement of charges seeking dismissal of Kevin Murray and discuss or consider related records if any pursuant to A.R.S. § 38-431.03(A)(1) and (2).

EXECUTIVE SESSION (For Items #6a-6c)

The Board may move to discuss items in an Executive Session pursuant to ARS §38-431.03, which authorizes discussion and consideration of employment, assignment, appointment, promotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of the District.

- a) Confidentiality Statement: All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, 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 ARS 38-431.03 unless pursuant to a specific statutory exception.
- b) Discuss or consult with the District's attorney for legal advice and consider its position and instruct its attorney pursuant to A.R.S. § 38-431.03 (A)(3) and (4) to discuss or consult for legal advice with its attorney and to consider its position relating to dismissal of Shannon Fjeld. The Discussion or consultation may occur telephonically.
- c) Discuss or consider the employment and statement of charges seeking dismissal of Shannon Fjeld and discuss or consider related records if any pursuant to A.R.S. § 38-431.03(A)(1) and (2).

EXECUTIVE SESSION (For Item #7)

The Board may move to discuss items in an Executive Session pursuant to ARS §38-431.03 (A)(1), (3) and (4), which authorizes discussion and consideration of employment, assignment, appointment, promotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of the District.

- a) Confidentiality Statement: All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, 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 ARS 38-431.03 unless pursuant to a specific statutory exception.

- b) The Governing Board will discuss the request to waive the liquidated damages per the Certified Teacher Contract pursuant to A.R.S. § 38-431.03(A)(1) and (2).

PUBLIC COMMENT

At this time, the public may speak to the Governing Board on topics of concern with the public body's jurisdiction, even if the topic is not specifically included on the agenda. The public must state their full name for the record and will be allowed up to three minutes to address the Governing Board. No action will be taken as a result of public comments. The Board expects that citizens who address the board will present concerns regarding the activities in question rather than make personal attacks upon Board Members, District Personnel or other persons in attendance or absent. In addition, questions or comments on matters that are currently under legal review will not be accepted.

8. Public Comment.

INFORMATION AND DISCUSSION:

9. Edward Dickie, Business Manager
- a. Student Activity Balance.
 - b. Food Service Financial.
 - c. Budget Update
 - d. Other
10. Elementary Events
- a. School Update
 - i. November 12th & 13th, 2025 – Donuts for Grown-Ups.
 - ii. November 20, 2025 @ 8:00 a.m. – Liberty Bus – 5th Graders.
 - iii. November 21, 2025 – Pop Run
 - iv. November 24-28, 2025: Fall Break
 - b. Other
11. Troy Heaton, Superintendent/Secondary Principal
- a. School Update.
 - i. November 12, 2025 @ 11:00 a.m. – Veterans Day Assembly
 - ii. November 13, 2025 – Dixie Tech Presentation for Seniors
 - iii. November 20, 2025 – Thanksgiving Luncheon for student body, staff, school board members, Sheriff's Department, Fire Department.
 - iv. November 24-28, 2025 – Thanksgiving Break.
 - b. Other.
12. Board Reports.
- a. Mesquite Elks Lodge #2811 donation to Beaver Dam Elementary School.
 - b. Other

CONSENT AGENDA

Approval of Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Littlefield Unified School District Office, located at 3490 East Rio Virgin Road, Beaver Dam, Arizona. Any Board Member



may request an item be pulled off the agenda for further discussion.

- 13. Consideration of approval of the October 9, 2025, Regular Governing Board Meeting Minutes and the October 15, 2025, Special Governing Board Meeting Minutes.
- 14. Consideration of approval of Vouchers and Stipends:
 - a. LUSD9 Payroll Vouchers: 08/2608, 09/2609, and 10/2610.
 - b. LUSD9 Vouchers: 2654, 2655, and 2656.
 - c. Stipends - None
 (Members of the public may view the content of the vouchers 24 hours prior to the board meeting in the district office.)
- 15. Consideration of approval of the following staff resignations, retirements, and terminations:

Na me	Position	Effective Date
Jorgensen, Tracy	Elementary SPED Teacher	11/06/2025
Knudson, Marian	Elementary Mental Health Counselor	11/05/2025

- 16. Consideration of approval of the FY 2025/2026 Certified Personnel, Classified Personnel, Substitutes, and Coaching Staff as outlined in the attached list:

Name	Position	Effective Date
Dickie, Misty	SPED Aide	11/10/2025

- 17. Consideration of approval of the revised 2025/2026 Stipend List.
- 18. Consideration of approval of donations received by the District per Policy KCD.
 - a. Mike & Toni Fagnan - \$125 to Food Services
 - b. Fitzpatrick Media Group - \$1,000 to Athletics
 - c. Kroger Inspiring Donations - \$163.31 to both schools.

ACTION ITEMS AND/OR DISCUSSION

- 19. Discussion and possible approval of a \$150 daily stipend for Teacher on Assignment.
- 20. Consideration of approval of the second reading and adoption of Policy Advisory #917-958.
 - a. Policy EA – Support Services Goals/Priority Objectives.
 - b. Deleted Policy EBAA – Reporting Hazards/Warning System.
 - c. New Policy EBAB – Hazardous Materials
 - d. Policy EBBB – Accident Reports.
 - e. Policy EBC – Emergencies.
 - f. Deleted Policy EBCD – Weather-Related and Emergency Closings.
 - g. Policy ECA – Security.
 - h. Policy ECAC – Vandalism
 - i. Policy ECB – Building and Grounds Maintenance.
 - j. Deleted Policy ED – Materials and Equipment Management.



- k. Policy EDB – Maintenance and Control of Materials and Equipment.
 - l. Deleted Policy EDDB – Maintenance and Control of Instructional Materials.
 - m. Policy EDC – Authorized Use of School-Owned Materials and Equipment.
 - n. Policy EE – Transportation Services.
 - o. New Policy EEA – Student Transportation
 - p. Deleted Policy EEAA – Walkers and Riders
 - q. Policy EEAE – Bus Driver Requirements, Training and Responsibilities.
 - r. Deleted Policy EEAEAA – Drug and Alcohol Testing of Transportation Employees.
 - s. Policy EEAEAB – Bus Purchasing and Maintenance
 - t. Deleted Policy EEAEAC – Student Conduct on School Buses.
 - u. Deleted Policy EEAF – Special Use of Buses.
 - v. Deleted EEAG – Student Transportation in Private Vehicles
 - w. Policy EEB – Business and Personnel Transportation Services.
 - x. Deleted Policy EEBD – Business Transportation Records and Reports.
 - y. Policy EF – Food Services
 - z. Deleted Policy EFC – Free and Reduced – Price Food Services.
 - aa. New Policy EFD – Pricing and Payment for Food Services.
 - bb. Deleted Policy EFDA – Collection of Money/Food Tickets
 - cc. Deleted Policy EFE – Competitive Food Sales / Vending Machines
 - dd. Deleted Policy EG – Office Services
 - ee. Policy EGAE – Mail and Delivery Services
 - ff. Policy EGAEA – Electronic Mail
 - gg. Policy EGD – Use of Technology in Office Services
 - hh. Policy EHB – Data / Records Retention.
 - ii. Policy FA – Facilities Development Goals/Priority Objectives.
 - jj. Policy FCB – Retirement of Facilities
 - kk. Policy FEA – Educational Specifications for Construction
 - ll. Policy FF – Naming Facilities
 - mm. Policy GBEB – Staff Conduct
21. Consideration of first reading of Policy Advisory #959.
a. Policy DJE – Bidding/Purchasing Procedures
22. Discussion regarding the Mesquite Steam Center and availability for fieldtrips.
23. Discussion and possible action regarding hiring an additional school aide for the Special Education Department at the Elementary School for the 2025/2026 School Year.
24. Discussion and possible action regarding the Governing Board Self Evaluation Results per Policy #BAA.
25. Consideration of approval of the Superintendent Evaluation results by the Governing Board. *The board may vote to discuss this item in Executive Session pursuant to ARS Discussion § 38-431.03 (A)(1).
26. Suggestions for Future Board Meetings.

INFORMATION ITEMS

27. News articles about the schools.



28. Upcoming Governing Board Conferences:
 - a. Webinar – Beyond the Classroom: Strategic Uses of Empty School Spaces – November 12, 2025 @ 5:00 p.m.
 - b. Webinar – AI Governance and Literacy: Empowering School Boards to Lead Safe and Effective District-Wide AI Implementation – December 2, 2025 @ 5:00 p.m.
 - c. ASBA-ASA Annual Conference – December 17-19, 2025 – JW Marriott Phoenix Desert Ridge Resort & Spa.
 - d. 2026 Board Operation and Leadership Training – February 6, 2026 @ Flagstaff; February 18, 2026 @ Phoenix, and February 27, 2026 @ Tucson.
 - e. Webinar – Why Retreats Matter: Strengthening Governance Through Reflection and Planning – April 8, 2026 @ 5:00 p.m.
 - f. Webinar – Looking Back, Looking Ahead: Questions, Highlights and What’s Next – May 13, 2026 @ 5:00 p.m.
29. School Calendar 2025/2026
30. Next Meeting – December 11, 2025

EXECUTIVE SESSION (For Item #25)

The Board may move to discuss items in an Executive Session pursuant to ARS §38-431.03 (A)(1), (3) and (4), which authorizes discussion and consideration of employment, assignment, appointment, promotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of the District.

1. (In Regular Meeting) Motion to adjourn to executive session.
2. The Governing Board will review the results of the Superintendents Evaluation and communicate their prospective on the Superintendent’s Performance to date.
3. (In Regular Meeting) Motion to return to open meeting to vote on items discussed during the Executive Session, as needed.

ADJOURNMENT

Members of the public who are disabled and require special assistance or accommodation at the meeting are requested to notify Littlefield Unified School District 9 in writing at 3475 East Rio Virgin Road, Beaver Dam, AZ, 86432 or by calling 347- 5486 twenty-four hours in advance.

THIS NOTICE AND AGENDA HAS BEEN POSTED 24 HOURS BEFORE THE MEETING IN ACCORDANCE WITH A.R.S. § 38-431.02(G) AT THE FOLLOWING LOCATIONS:

1. Beaver Dam Post Office, 3288 E. McKnight Rd., Littlefield, AZ 86432.
2. Beaver Dam Elementary School, 3436 E. Rio Virgin Rd., Beaver Dam, AZ 86432.
3. Littlefield Unified School District, 3490 E. Rio Virgin Rd., Beaver Dam, AZ 86432.
4. Beaver Dam Jr./Sr. High School, 3475 E. Rio Virgin Rd., Beaver Dam, AZ 86432.
5. Scenic General Store, 2960 Scenic Blvd., Suite A, Littlefield, AZ 86432

The agenda is also available on the Internet at www.lusd9.com