



**LITTLEFIELD UNIFIED SCHOOL DISTRICT #9**  
**GOVERNING BOARD SPECIAL MEETING**

**Administrative Services Site**  
**3490 East Rio Virgin Road**  
**Monday, November 24, 2025**  
**3:00 P.M.**  
**(Doors Open at 2:45 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:

Board President Fagnan called the meeting to order at 3:01 p.m. There were approximately ten (20) people in attendance. Board Member Hogan and Darlene McCauley were absent from the meeting.

2. ROLL CALL:

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

Troy Heaton, Superintendent/Secondary Principal  
Darlene McCauley, Interim Elementary 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 24, 2025 LUSD9 Board Meeting agenda.

**Board Member Cobb made a motion to approve the agenda, seconded by Board Member Johnson. The motion passed unanimously.**

**Board President Fagnan: Yes**  
**Board Secretary Hogan: Absent**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**



## **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.

---

### 5. Public Comment.

Board Member Karen Johnson read a public comment from Trisa Cummings that was missed at the 11/13/2025 Board Meeting:

I appreciate all the good work our board, staff, families, and community do for our students, and as you prepare to vote on the staff placed on leave over a month ago, I ask that you ensure you fully understand all charges, actions, and perspectives before making any decisions. I shared some positive experiences with these staff members on the community Facebook page yesterday. Rumors and gossip have been spreading, and I urge everyone to stop, as this harms our school and puts every staff member at risk of becoming the next target. I also request that the Discipline Policy be added to the next agenda to ensure clear, fair protocols that protect everyone and base discipline only on complete and accurate information, as I am unsure whether that process was followed for Mr. Murray and Ms. Fjeld. I am also concerned about another teacher who appears to be facing excessive consequences after respectfully asking questions in response to a district-wide email. Thank you to the board, administration, and staff for your work; please support our elementary school as it struggles with four vital staff positions vacant, and thank you to those keeping things running.

Trisa Cummings expressed concern over the resignation of a quality principal and the culture of extended leave situations at Littlefield School District, urging the board to hear the principal's side before voting, as many staff feels forced to resign. She acknowledged the principal's vision and high standards, thanked Ms. McCauley for restoring stability, and Mr. Heaton for expanding programs and providing calm, equitable leadership. Regarding the superintendent contract extension, she emphasized the board's responsibility to ensure policies, protocols, and laws are followed, raising concerns about fairness, potential favoritism, retaliation, gossip, and discrimination in disciplinary actions. She requested the board appoint a community committee to review the administrative structure, evaluate all options publicly, and gather stakeholder feedback before any contract decisions, stressing that the board, administration, and community must work together to protect staff and maintain a positive school environment.

Board President Fagnan read a public comment from Dorthea Garlick:

Honorable board members, please postpone voting on the superintendent's contract extension or renewal until a thorough review of his performance and feedback from staff and school families can be gathered. There is time to ensure all concerns are fully understood. Doing this now, during the holiday season, should be a priority. Please consider this proposal so decisions can be made in the best interest of everyone.

Patti Hoopes shared that she has two granddaughters in the district who are doing wonderfully. She is part of a group organizing a teacher appreciation luncheon for the elementary school on December 11, 2025, at 10:00 a.m.

Randy Hoopes stated he agrees with Dorthea Garlick and questioned why the superintendent's contract, not due until July, is being addressed in a special meeting.

Sylvia Lopez shared concerns about her daughter being bullied at the high school, experiencing panic



attacks, and wanting to drop out. She stated the principal did not intervene, requiring the sheriff's involvement, and questioned Mr. Heaton's ability to serve as a principal. Ms. Lopez also expressed frustration that a complaint she submitted to the District Office regarding the principal received no response, suggesting the HR Director took no action due to reporting lines. Mrs. Goessman clarified that no complaint had been received from Ms. Lopez.

## **ACTION ITEMS AND/OR DISCUSSION**

### 6. Consideration of approval of the resignation of Elementary Principal Kevin Murray

Board President Fagnan noted the resignation was not received until the day of the last meeting. Mr. Heaton explained the board must approve the resignation before the position can be posted. Board Member Johnson questioned whether Mr. Murray could not get his package until this is approved. Mrs. Goessman said the settlement agreement is not in effect until this is approved.

**Board Member Cobb made a motion to approve the resignation of Elementary Principal, Kevin Murray, seconded by Board Member Johnson. The motion passed unanimously.**

**Board President Fagnan: Yes**  
**Board Secretary Hogan: Absent**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**

Mr. Heaton advised that we follow all protocols and legal advice on these issues. He noted all protocols were followed. Board Member Cobb noted by law you can only state whether the employee has been dismissed and whether they are re-hirable. He added that the investigation took a long time due to the complexity and volume of matters that needed to be reviewed. President Fagnan said the board was given all of the accusations and their approval was to move the process along to a hearing. Board Member Johnson said she's received a few phone calls asking why they fired the individuals which was not correct.

### 7. Consideration of approval of Administrative Contract for Darlene McCauley, Interim Elementary Principal.

**Board Member Johnson made a motion to approve the administrative contract for Darlene McCauley as Interim Elementary Principal for the remainder of the 2025/2026 school year. The motion was seconded by Board President Fagnan. The motion passed unanimously.**

Board Member Cobb stated that he felt people were rushing into the matter and noted that he had never met Mrs. McCauley. He asked whether she had previously been an employee of the district. Board President Fagnan confirmed that she was a former superintendent who had retired after a past Board President and two board members went head hunting. He explained that she stated she had been in the profession for 30 years, did not wish to deal with the situation, and chose to retire.

Board Member Cobb questioned whether she was being rehired and returning from retirement. Mr. Heaton explained that the appointment is only for the remainder of the current school year and that the position can now be posted. Board Member Cobb stated that he has never met Mrs. McCauley and knows nothing about her. He further noted that he serves on the board for the students, teachers, and the community, and that he will not simply be a "yes man" when items are brought before him. He stated that based on the background presented, she appears to have been an educator and that he was ready for the motion.



Board Member Johnson stated that she attended two board meetings but did not return following what occurred involving Mrs. McCauley and Christi Lindberg. She said her understanding was that Mrs. McCauley chose not to write up Mrs. Lindberg, as she thought it was not warranted. As a result, she felt Mrs. McCauley simply gave up and chose not to proceed, and both individuals resigned. She noted that this occurred prior to Mr. Heaton's time with the district. She also stated that she did not regularly attend board meetings afterward, only occasionally viewing them online. Board Member Johnson expressed that she believes the district could not have a better person in the position. She stated that when she learned Mrs. McCauley had returned, she was surprised and is pleased that she is serving in the Principal role.

**Board President Fagnan: Yes**  
**Board Secretary Hogan: Absent**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**

8. Consideration of approval of approving Darlene McCauley as a Qualified Evaluator for the 2025/2026 School Year.

Board Member Johnson made a motion to approve Darlene McCauley as a Qualified Evaluator for the 2025/2026 School Year, seconded by Board Member Cobb. The motion passed unanimously.

**Board President Fagnan: Yes**  
**Board Secretary Hogan: Absent**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**

Board President Fagnan noted Mrs. McCauley helped with the grant writing when the Business Manager was first hired.

9. Discussion and possible approval of a contract extension for the Superintendent.  
\*The Board may vote to discuss this item in Executive Session pursuant to ARS § 38-431.03 (A)(1).

Mr. Heaton stated he will conduct matters in public, responding to concerns that actions were being rushed. Board Member Cobb noted social media discussions and questions about credentials, requesting the item be tabled to the next meeting. Board President Fagnan confirmed Mr. Heaton was hired with his current credentials; Mr. Heaton stated he could apply for superintendent certification if required. Board Member Johnson asked if he would pursue it, and Mr. Heaton agreed. Board Member Cobb suggested discussing it at the next meeting with certification included in any contract extension, potentially required within 60 days.

Mr. Heaton explained he is eligible for retirement this year and is proposing to work through ESI while drawing retirement benefits, similar to policies in Utah. Board Member Johnson noted that retired employees typically must wait a year to return, and Mrs. Goessman confirmed the board would pay an alternate ASRS contribution rate but she would need to research ESI.

Regarding evaluations, Mr. Heaton stated the official evaluation comes from the board, though he is willing to survey staff and share results. Mrs. Goessman said she will provide information about ESI at the next meeting. Board Member Cobb asked if executive sessions could occur before regular meetings; Mrs. Goessman explained they are scheduled based on attorney guidance.

## **EXECUTIVE SESSION (For Item #9)**



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 discuss a possible contract extension for the Superintendent.
3. (In Regular Meeting) Motion to return to open meeting to vote on items discussed during the Executive Session, as needed.

## **ADJOURNMENT**

**Board Member Cobb made a motion to adjourn the meeting, seconded by Board President Fagnan. The motion passed unanimously**

**Board President Fagnan: Yes  
Board Secretary Hogan: Absent  
Board Member Cobb: Yes  
Board Member Johnson: Yes**

\_\_\_\_\_  
Mike Fagnan, Governing Board President

\_\_\_\_\_  
Troy Heaton, Superintendent

Respectfully Submitted by:

\_\_\_\_\_  
Sheree Goessman  
Human Resources Director