



**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:

Board President Fagnan called the meeting to order at 5:01 p.m. There were approximately ten (20) people in attendance and Mr. Murray was 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  
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.

Board President Fagnan requested that item #5 be removed from the agenda and that the public comment period be moved to occur prior to item #6.

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

**Board President Fagnan: Yes**



**Board Secretary Hogan: Yes**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**

## **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.

Removed from the agenda.

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.

Board President Fagnan called the district’s legal counsel.

**Board Secretary Hogan made a motion to go into executive session, seconded by Board Member Cobb. The motion passed unanimously.**

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

The Governing Board went into executive session at 5:28 p.m.

The Governing Board reconvened the regular meeting at 5:52 p.m.

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

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

Superintendent Heaton presented the Governing Board with a Statement of Charges against probationary teacher Shannon Fjeld and requested the Board:



1. Determine whether there is sufficient cause to dismiss Ms. Fjeld if the allegations are true.
2. Vote to provide Ms. Fjeld with notice of the Board's intent to terminate her if cause for dismissal is found.
3. Decide whether the Board will conduct the hearing itself or appoint a hearing officer to hold the hearing, review the evidence, and make a recommendation to the Board.

Board President Fagnan introduced the agenda item regarding the proposed "Statement of Charges" against Shannon Fjeld. He said the Administration is asking the Governing Board to determine whether the charges, if true, would constitute sufficient cause for dismissal. He noted the Governing Board does not determine whether the allegations are true or false today and cannot delve into the details of the case. Rather they only decide today whether the District would have sufficient cause to dismiss Ms. Fjeld if the allegations are true.

Board President Fagnan said the Administration is further asking the Governing Board to provide Ms. Fjeld with notice of its intent to terminate her if the Governing Board makes the determination that the teacher's alleged conduct is cause for dismissal. The District Counsel will provide Ms. Fjeld with notice on behalf of the Governing Board. If the Governing Board votes to approve the notice of intent to terminate, Ms. Fjeld will have ten (10) calendar days from the date she is served with the notice in which to request a hearing. If she does not request a hearing, she is terminated automatically at the expiration of ten (10) calendar days. Ms. Fjeld is not given opportunity to address the charges at this time but was provided with notice of today's meeting and her rights in compliance with the Open Meeting Law.

The Board President then asked whether any Board member wished to make a motion on whether the allegations constitute cause for dismissal.

**Board Member Cobb moved that the Governing Board adopt the administration's written statement of charges seeking Shannon Fjeld's dismissal and that the Notice of the statement of charges be sent to Ms. Fjeld in a manner consistent with Arizona law. That Ms. Fjeld's employment terminate after service of the notice of statement of charges unless she timely requests a hearing. In the event Ms. Fjeld requests a hearing on this matter, he also moved that they authorize the Superintendent to select a hearing officer; that the hearing officer hear the evidence, prepare a record, and issue a recommendation to the governing board. Board President Fagnan seconded the motion and it passed unanimously.**

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

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).

**Board President Fagnan made a motion to go into executive session, seconded by Board Secretary Hogan. The motion passed unanimously.**

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



The Governing Board went into executive session at 5:59 p.m.  
The Governing Board reconvened the regular meeting at 6:05 p.m.

**Board Secretary Hogan made a motion to approve the request by Tracy Jorgensen to waive the liquidated damages fee of \$2500, seconded by Board Member Johnson. The motion passed unanimously.**

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

### **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**

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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.

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### 8. Public Comment.

Board President Fagnan read the public comment letter from Shelly Brown:

Shelly Brown, a substitute teacher with over 40 years of experience in education and a post-9/11 retired military reservist, expressed strong support for Principal Kevin Murray. She highlighted his positive impact on the school, noting that he prioritizes students' educational welfare, has implemented a more structured and efficient environment, actively engages with students, and fosters critical thinking and problem-solving. Mrs. Brown described Mr. Murray as a person of integrity, trustworthiness, and vision, emphasizing that students need his consistent leadership.

Additionally, Mrs. Brown praised district employee Salud Martinez for her professionalism, calm demeanor, and ability to manage multiple responsibilities, keeping the school running smoothly during a time of uncertainty.

Board President Fagnan read the public comment letter from Janet Hermosillo:

Janet Hermosillo expressed strong appreciation for Ms. Fjeld, highlighting her as a dedicated and compassionate educator. She noted that Ms. Fjeld's patience, kindness, and positivity have positively impacted her child's growth, confidence, and love of learning. As a colleague, Ms. Fjeld demonstrates professionalism, teamwork, and a commitment to both students and staff, creating a supportive and inspiring learning environment. Ms. Hermosillo emphasized that Ms. Fjeld is an invaluable asset to the school and district.

Board President Fagnan read the public comment letter from Iliana Rodriguez:

Iliana Rodriguez expressed deep appreciation for Ms. Fjeld, highlighting her as an exceptional coach and teacher. She described Ms. Fjeld as a mentor and friend who made her and her teammates feel valued and supported, both on and off the court. Ms. Fjeld inspired Iliana to become a softball assistant coach to provide the same caring guidance to her players. Additionally, Iliana noted Ms. Fjeld's dedication as a teacher, citing her nephew's positive experiences in kindergarten, including her attention to students' learning and safety. Overall, Ms. Fjeld was recognized as an outstanding educator and coach.

Board President Fagnan read the public comment letter from Emma Gonzales:

Emma Gonzales expressed full support for Shannon Fjeld, highlighting her as an exceptional coach, teacher, and mentor. She emphasized Ms. Fjeld's dedication to helping students and athletes grow both



on and off the court, providing encouragement, support, and care during challenging times. Emma shared a personal example of Ms. Fjeld's compassion when she comforted her after the loss of her dog. Overall, Emma praised Ms. Fjeld for creating a supportive, respectful, and motivating environment and urged the Board to recognize her positive impact on the school community.

Board President Fagnan read the public comment letter from Melissa Navarro:

Melissa Navarro expressed strong support for teacher Shannon Fjeld. She noted that her daughter, Kinzlee, had Ms. Fjeld for part of 3rd grade and all of 4th grade and spoke highly of her. Melissa praised Ms. Fjeld's involvement in her child's learning, her attention to assignments, and her consistent support, noting that she never had any issues with her as a parent.

Melea Leavitt, kindergarten teacher, expressed that the continued absence of key leaders has caused significant disruption at every level. She urged the Board to address the matter, noting that without consistent leadership, behavior systems have deteriorated, faculty are covering multiple roles, morale has declined, and even students have been affected.

Ms. Leavitt emphasized that Mr. Murray provides essential support and guidance with practical and personal leadership, and that Ms. Fjeld expertly guided her through every process. She described her new role as a perfect match for her skills. Their absence represents both a professional and personal loss. She urged the Board to act with wisdom and compassion.

Jami Reynolds, PE teacher, expressed that she has been stretched beyond her role, having to act as mental health counselor, principal, mediator, special education support, and PE teacher. She shared that students are not receiving the support they need and that she feels overwhelmed and uncertain about how to manage.

Ms. Reynolds emphasized the urgent need for strong leadership, noting that Mr. Murray and Ms. Fjeld were the leaders who previously provided guidance and support at the school. She described her efforts to "keep the ship afloat" but expressed that the absence of these leaders has been deeply concerning for the well-being of the students. She asked the Board to provide support and leadership during this time.

Board President Fagnan read the public comment letter from Nichole Frisby:

Nichole Frisby, former Littlefield Unified School District Board member and president of the Beaver Dam Elementary PTO, expressed strong support for Principal Kevin Murray and teacher Shannon Fjeld. She highlighted Mr. Murray's leadership, noting his role in achieving the school's first "B" grade and addressing ethical issues in Special Education. She also emphasized Ms. Fjeld's reputation as an exceptional educator, noting that repeated unfounded investigations against her have disrupted learning and caused unnecessary stress. Frisby stated that these actions appear motivated by personal grudges rather than student welfare. She urged the Board to prioritize students, support dedicated staff, and recognize the progress achieved under Mr. Murray and Ms. Fjeld rather than allowing politics to undermine their contributions.

Board President Fagnan read the public comment letter from Savanna Gonzales:

Savanna Gonzales praised the leadership of Principal Kevin Murray and Literacy Coach Shannon Fjeld at Beaver Dam Elementary, highlighting improvements such as the school achieving its first "B" grade, better attendance, strengthened special education supports, successful implementation of the Wonders curriculum, and programs like AZELLA after school tutoring and Backpack Buddies. She emphasized Ms. Fjeld's dedication, noting her work beyond her job description, including staff support and volunteering.

Ms. Gonzales expressed concern about the recent loss or disciplinary action involving four key staff members, urging the Board to support the remaining staff, ensure fair and transparent discipline, and maintain stability. She stressed that continued leadership, teamwork, and oversight are essential to



preserve the school's progress and provide a positive environment for students and staff.

## **INFORMATION AND DISCUSSION:**

9. Edward Dickie, Business Manager
  - a. Student Activity Balance.
  - b. Food Service Financial.
  - c. Budget Update
  - d. Other

Mr. Heaton stated that the Board members have copies of the documents and that any questions should be directed to Mr. Dickie via email.

10. Elementary Events
  - a. School Update
    - i. November 12<sup>th</sup> & 13<sup>th</sup>, 2025 – Donuts for Grown-Ups.
    - ii. November 20, 2025 @ 8:00 a.m. – Liberty Bus – 5<sup>th</sup> Graders.
    - iii. November 21, 2025 – Pop Run
    - iv. November 24-28, 2025: Fall Break
  - b. Other

Mr. Heaton reviewed the upcoming events.

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.

Mr. Heaton mentioned that he has received several emails praising the Veterans Day assembly. Board Secretary Hogan added that it was a beautiful presentation. Mr. Heaton recognized and thanked the staff who were involved in organizing the assembly. Board Secretary Hogan also gave a special shout-out to Jami for her work on the Pumpkin Run and expressed appreciation for her efforts.

12. Board Reports.
  - a. Mesquite Elks Lodge #2811 donation to Beaver Dam Elementary School.
  - b. Other

Board Member Johnson shared the November issue of *National Elks*, which features an article highlighting students from Beaver Dam Elementary.

## **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.

Board Member Johnson made a motion to approve the minutes as modified, seconded by Board President Fagnan. The motion passed unanimously.

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

- 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:

Name	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.

Mr. Heaton explained that he had other administrators who could have filled the position. However, Mrs. McCauley is currently the acting principal and had already scheduled plans for some days. While other candidates could have been considered, they were not familiar with the school. Instead, the decision was



made to assign a couple of current Teachers as Teachers on Assignment.

**Board President Fagnan made a motion to approve the \$150 daily stipend for Teacher on Assignment, seconded by Board Member Johnson. The motion passed unanimously.**

**Board President Fagnan: Yes**

**Board Secretary Hogan: Yes**

**Board Member Cobb: Yes**

**Board Member Johnson: Yes**

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 EEAEAF – 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



**Board Member Johnson made a motion to approve the second reading of Policy Advisory #917-958, seconded by Board Secretary Hogan. The motion passed unanimously.**

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

21. Consideration of first reading of Policy Advisory #959.  
a. Policy DJE – Bidding/Purchasing Procedures

**Board Member Johnson made a motion to approve the first reading of Policy Advisory #959, seconded by Board Member Cobb. The motion passed unanimously.**

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

22. Discussion regarding the Mesquite Steam Center and availability for fieldtrips.

Board Member Johnson visited the STEAM Center in Mesquite, where participants can learn to fly drones or use 3D printers. The center is free to attend and operates on donations. They have extended invitations to our schools and community. Mr. Heaton added that the district also has dialers and emails, which will be used more frequently for communication. He noted that Mr. Fink has already taken his class to the STEAM Center.

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.

**Board Member Cobb made a motion to approve hiring an additional school aide for the SPED Department at the Elementary School for the 2025/2026 School Year, seconded by Board Member Johnson. The motion passed unanimously.**

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

24. Discussion and possible action regarding the Governing Board Self Evaluation Results per Policy #BAA.

Board Member Cobb stated that communication could be improved. He emphasized the need to keep both teachers and the public informed. Mr. Heaton responded that most people want updates regarding the two employees involved, but he is unable to provide that information.

**Board Member Cobb made a motion to approve the Governing Board Self Evaluation Results, seconded by Board President Fagnan. The motion passed unanimously.**

**Board President Fagnan: Yes**



**Board Secretary Hogan: Yes**  
**Board Member Cobb: Yes**  
**Board Member Johnson: Yes**

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).

**Board Member Johnson made a motion to go to executive session, seconded by Board Secretary Hogan. The motion passed unanimously.**

The Board went into executive session at 6:31 p.m.  
The Board reconvened the regular meeting at 6:59 p.m.

**Board Secretary Hogan made a motion to reconvene the regular meeting, seconded by Board Member Johnson. The motion passed unanimously.**

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

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

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

26. Suggestions for Future Board Meetings.

Mr. Heaton noted we need a budget work session in January. He further noted we should have a 5<sup>th</sup> board member by the next board meeting.

## **INFORMATION ITEMS**

27. News articles about the schools.
28. Upcoming Governing Board Conferences:
- Webinar – Beyond the Classroom: Strategic Uses of Empty School Spaces – November 12, 2025 @ 5:00 p.m.
  - Webinar – AI Governance and Literacy: Empowering School Boards to Lead Safe and Effective District-Wide AI Implementation – December 2, 2025 @ 5:00 p.m.
  - ASBA-ASA Annual Conference – December 17-19, 2025 – JW Marriott Phoenix Desert Ridge Resort & Spa.
  - 2026 Board Operation and Leadership Training – February 6, 2026 @ Flagstaff; February 18, 2026 @ Phoenix, and February 27, 2026 @ Tucson.
  - 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**

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

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

The meeting was adjourned at 7:05 p.m.

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Mike Fagnan, Governing Board President

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Troy Heaton, Superintendent

Respectfully Submitted by:

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