



**LITTLEFIELD UNIFIED SCHOOL DISTRICT #9
GOVERNING BOARD MEETING
Administrative Services Site
3490 East Rio Virgin Road
Thursday, December 11, 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 4:59 p.m. There were approximately twenty (20) people in attendance and Mrs. McCauley was absent from the meeting.

2. ROLL CALL:

Mike Fagnan, Board President
Mark Cobb, Board Member
Sean Hogan, Board Member
Karen Johnson, Board Member
Cathy Wright, 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 December 11, 2025 LUSD9 Board Meeting agenda.

Mrs. Goessman noted that under items #8 and #9, Winter Break needs to be changed to starting on December 22, 2025.

Board Secretary Hogan made a motion to approve the agenda with these changes,



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 Wright: 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.

Savanna Gonzales requested to discuss the student teaching stipend, noting that student teaching is part of college coursework and that student teachers should be considered learners rather than employees. Most agreements state that student teachers are not to be paid. If a student teacher is provided a stipend, she expressed the hope that the District would have a contract requiring the student teacher to teach in the District for two years.

Trisa Cummings read the following statement: My name is Trisa Cummings. I volunteer and substitute at the school and have been part of this community for over five years. Recent incidents affecting our elementary school have prompted me to become more actively involved. Over the past two months, I have researched board policies, laws, and school organization, and spoken with community members and education officials to better understand how to address these challenges. My goal is simple: I want everyone to do their job to the best of their ability, acknowledge mistakes, and work together to correct them. I apologize if I have ever hurt anyone and ask that we all strive for forgiveness and collaboration to provide the best education possible for our students. I strongly support improved **communication and transparency** at all levels. I also encourage discussion of administrative structure, discipline policies, and community involvement, possibly through committees, to provide guidance and support for the Board. I have experience volunteering, tutoring, and working in business and finance, including managing teams, creating policies, and overseeing complex operations. I offer this perspective to help ensure our schools are administered fairly, responsibly, and in the best interest of students, families, and staff. Thank you for considering my input and for prioritizing transparency, collaboration, and accountability.

Patricia Hoopes reported that a wonderful Teacher Appreciation Luncheon was held this afternoon at the Elementary School. She noted that Karen Johnson attended, representing the Board. Gifts were provided to both the elementary and high school teachers.

INFORMATION AND DISCUSSION:

6. Edward Dickie, Business Manager
a. Student Activity Balance.



- b. Food Service Financial.
- c. Budget Update
- d. Other

Mr. Dickie reviewed the budget and reported that he is learning a great deal and making progress.

He then reviewed the Food Service financials.

Board Member Johnson suggested that Mr. Heaton speak with the teachers. She noted that at her school, students had a set amount of food to eat before receiving a tap on the shoulder to allow them to go out.

- 7. Sheree Goessman, Human Resources Director
 - a. ESI Information
 - b. Update regarding public complaint.
 - c. Other.

Mrs. Goessman reviewed the information regarding ESI. Mr. Heaton noted that he would like to work with ESI during the second year of his contract.

Mrs. Goessman addressed a concern raised at the last board meeting regarding a complaint submitted against the Superintendent. She stated that she never received the complaint and, after inquiring with everyone in the district office, found no record of the complaint being filed. Board Member Johnson noted that she had advised the individual to come into the district office the Tuesday following the board meeting, but the person did not follow through and never appeared.

- 8. Elementary School
 - a. School Update
 - i. Thursday, December 11, 2025 – Staff Christmas Luncheon
 - ii. Friday, December 12, 2025 @ 9:00 a.m. – Fusion Assembly with Santa Visit
 - iii. Saturday, December 13, 2025 @ 9:00 a.m. – Hoop Shoot at Mesquite Recreation Center.
 - iv. Tuesday, December 16, 2025 – Toy Distribution
 - v. Thursday, December 18, 2025 – Christmas Program Rehearsal
 - vi. Friday, December 19, 2025 @ 9:45 a.m. - Christmas Program
 - vii. Friday, December 19, 2025 @ 12:20 p.m. – Early out for all student.
 - viii. Monday, December 27, 2025 – Friday January 2, 2026 – Winter Break – No School
 - b. School Based Dental Program
 - c. Other

Mr. Heaton noted that Darlene will serve as the interim principal for the remainder of the year. He thanked Mrs. Reynolds and Mrs. Potter for stepping up and acknowledged the excellent job they have been doing. Mr. Heaton also reviewed recent school events.

He mentioned that the seniors have been lacking participation and will likely plan their senior trip locally.

Additionally, Mr. Heaton reported that a school-based dental program will be coming to the school.

- 9. Troy Heaton, Superintendent/Secondary Principal
 - a. School Update.



- i. Monday, December 15, 2025 @ 6:00 p.m. – Choir Holiday Family/Friends Performance @ BDHS Gym
 - ii. Wednesday, December 17, 2025 @ 3:00 p.m.-6:00 p.m. – Utah Tech at BDHS for seniors and parents to assist with FAFSA applications.
 - iii. Friday, December 19, 2025 @ 11:00 a.m. – Early out for all students.
 - iv. Monday, December 27, 2025 – Friday January 2, 2026 – Winter Break – No School
- b. Other.

Mr. Heaton reviewed recent high school events. He noted that two or three staff members are volunteering to act as “Sub for Santa” for a few households and expressed appreciation for any donations.

Board Member Cobb asked about the school-based dental program and whether it is only for elementary students. Mr. Heaton responded that he believes it is limited to the elementary school.

Board Member Cobb also inquired about the upcoming “Shop with a Cop” program and how many students are eligible. He explained that the program will take place on December 18th from 9:00 a.m. to 12:00 p.m. Students will be picked up from the school with lights and sirens to Mesquite, followed by lunch provided by the Elks. Each student receives approximately \$250 for shopping. Board Member Cobb said they might be able to have Santa arrive on a fire truck on Friday at the Elementary School. Mr. Heaton noted what an amazing program Shop with a Cop is.

- 10. Board Reports.
 - a. Other

None.

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 President Fagnan recognized Dixie Power for their donation.

Board Member Johnson made a motion to approve the consent agenda, 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
 Board Member Wright: Yes**

- 11. Consideration of approval of the November 13, 2025, Regular Governing Board Meeting Minutes and the November 24, 2025, Special Governing Board Meeting Minutes.
- 12. Consideration of approval of Vouchers and Stipends:
 - a. LUSD9 Payroll Vouchers: 11/2611 and 12/2612.
 - b. LUSD9 Payables Vouchers: 2657 and 2658.
 - 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.)

- 13. 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
Henry, Susan	Mental Health Counselor	11/24/2025
Lopez, Kitzia	Elementary SPED Aide	12/08/2025

- 14. Consideration of approval of the updated LUSD Organizational Chart.
- 15. Consideration of approval of donations received by the District per Policy KCD.
 - a. Dixie Power \$1,000 for BDES Student Lunches.

ACTION ITEMS AND/OR DISCUSSION

- 16. Consideration of second reading and adoption of Policy Advisory #959.
 - a. Policy DJE – Bidding/Purchasing Procedures

Board Secretary Hogan made a motion to approve the second reading and adoption 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
Board Member Wright: Yes

- 17. Discussion and possible direction regarding Community Committees.

Board Member Johnson noted that at the last board meeting, there was discussion about forming a committee with teachers from both schools to examine staff turnover and any unresolved issues. Mr. Heaton shared that, according to the district’s lawyer, such a committee would be subject to Open Meeting Law.

Board Secretary Hogan asked whether the committee’s purpose would be to share information about ongoing issues. Mr. Heaton explained that he has been in administration for 15 years and has only seen one board committee, which was for a bond. He emphasized that any committee must have a specific task and comply with all Open Meeting Laws.

Board Member Cobb stated that the committee can ask questions to gather the information they need. Mr. Heaton noted a staff member would need to be included on the committee. He advised legal counsel is willing to speak to the board about board committees, but they would not be able to access specific information about individual employees. Mrs. Goessman suggested that the board could hold a work session to address some of these concerns.

Board Member Cobb noted that he has heard over the past two months reasons why parents are pulling their kids from our schools. Board President Fagnan expressed that this should be addressed in January, and Board Member Cobb added that he thinks this would solve some of the transparency issues.



18. Discussion and possible direction regarding bus protocols.

Mr. Heaton noted that bus transportation is not a right but a privilege provided as a service to the community. The District is currently applying for a grant to purchase high-quality bus video camera systems. In the meantime, temporary cameras have been installed for drivers. Regarding the second complaint, students may be suspended from the bus for one day, and after three incidents they may be removed from bus privileges permanently. He also mentioned there have been some issues with bus drivers not completing discipline referrals.

Board Member Johnson expressed concern that bus drivers need to keep their eyes on the road, but that becomes difficult when students are jumping on seats or running down the aisle. She asked whether a high school student could ride along to help. Mr. Heaton explained that they cannot be paid, but they could volunteer. He added that drivers are permitted to pull over when needed, and the temporary cameras were put in place to assist. Once he receives a referral, he has no problem contacting parents. He also noted that bus drivers may assign seats.

Board Member Johnson said she wishes the process were more streamlined and suggested having parents sign a notice that they have read the bus rules. Board Member Cobb felt that might be excessive. Mr. Heaton responded that the District already does this. Board Member Cobb suggested simply sending the information home without requiring a parent signature. He also asked whether the cameras might have live stream capability. Mr. Heaton did not believe they did. He then mentioned that the grant they are applying for also includes funding for an additional repeater in Scenic. Board Member Cobb said he has contacts in Mesquite who work with repeaters that he could contact. Mr. Heaton confirmed that donations are always welcome.

Board Member Cobb made a motion to provide direction to staff regarding bus protocols as deemed by the Governing Board, 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 Wright: Yes

19. Consideration of approval of paying a stipend to student teachers.

Mrs. Goessman noted that this discussion originated from the placement coordinator at Utah Tech. Mr. Heaton stated that he would require stipulations for student teachers to remain with the District for one to two years if compensation is provided. Board Member Johnson commented that the proposal is likely a result of the ongoing teacher shortage and asked how this might impact the value of current teachers. Mr. Heaton responded that if a teacher is strong in their role, they will make effective use of a student teacher, as mentoring is part of the process.

Board Member Cobb asked whether the District could begin at a set compensation amount. Mr. Heaton explained that the university determines how long student teachers are required to remain in the school. Board Member Johnson noted that a teacher would be in the classroom with the student teacher. Board Secretary Hogan added that student teaching is part of earning a degree and that he does not feel compensation is necessary.



Board President Fagnan suggested that if the District does offer pay, it should be stated that the student teacher would owe one year of service. Mr. Heaton said they can consult legal counsel to draft the appropriate agreement, including a stipend and one-year requirement. Board President Fagnan said he was comfortable with a rate of \$125 per day for the semester, and the majority agreed on this amount. He also noted that once a student teacher becomes fully certified, many other opportunities become available to them. Board President Fagnan supported implementing this plan only for the remainder of the current school year.

Board President Fagnan made a motion to pay a stipend to a specific student teacher for the remainder of this school year on a trial basis not to exceed \$125 a day, 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

Board Member Wright: Yes

20. Suggestions for Future Board Meetings.

Discussion regarding a work session.

Review the staff survey.

Election of Governing Board Officers:

a. Governing Board President

b. Governing Board Secretary

Governing Board Meeting Dates and Times for the 2026 Calendar Year.

Intergovernmental agreement for the following water users:

a. ADOT

b. Canyonlands

c. Beaver Dam/Littlefield Fire District

INFORMATION ITEMS

21. News articles about the schools.

22. 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.

23. School Calendar 2025/2026



- 24. Basketball Schedules
- 25. Next Meeting – January 8, 2026

ADJOURNMENT

Board Member Johnson made a motion to adjourn the meeting, 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
Board Member Wright: Yes**

The meeting was adjourned at 6:54 p.m.

Mike Fagnan, Governing Board President

Troy Heaton, Superintendent

Respectfully Submitted by:

Sheree Goessman
Human Resources Director