



**LITTLEFIELD UNIFIED SCHOOL DISTRICT #9
GOVERNING BOARD MEETING
Administrative Services Site
3490 East Rio Virgin Road
Thursday, February 12, 2026
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 Cobb called the meeting to order at 5:00 p.m. There were approximately twenty-six (26) people in attendance. Board Member Fagnan was absent from the meeting.

2. ROLL CALL:

Mark Cobb, Board President
Sean Hogan, Board Secretary
Mike Fagnan, 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 February 12, 2026 LUSD9 Board Meeting agenda.

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

Board President Cobb: Yes
Board Member Fagnan: Absent



Board Secretary Hogan: Yes
Board Member Johnson: Yes
Board Member Wright: Yes

SPECIAL ITEMS

5. Executive Session: Pursuant to A.R.S. § 38-431.03(A)(3), the Board may vote to hold an executive session to receive legal advice with the attorney or attorneys for the public body regarding procedure for consideration of hearing officer’s decision by Governing Board, related procedural matters, and classified and certified employee discipline processes.

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

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

The Governing Board went into executive session at 5:03 p.m.

Board Secretary Hogan made a motion to come out of the executive session and to hear public comment prior to item #6, seconded by Board Member Wright.

The Board returned to regular meeting at 5:48 p.m.

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

6. Discussion and possible action on Hearing Officer’s findings, conclusions of law and recommended decision concerning the employment of teacher Shannon Fjeld.

Board President Cobb read the attorney’s statement which stated: Ms. Fjeld sought a hearing regarding the Governing Board’s statement of charges. An independent hearing officer conducted a hearing to determine whether the District has sufficient cause to dismiss Shannon Fjeld. A copy of the hearing officer’s decision is attached. The administration recommends that the Governing Board adopt the hearing officer’s decision as its own and terminate the employment of Ms. Fjeld.

Mr. Heaton noted that the attorney clarified the hearing officer’s ruling becomes a public record once it has been adopted by the Board.

Board Secretary Hogan made a motion to adopt the Hearing Officer’s Findings of Fact, Conclusions of Law and Recommended decision as its own and terminate the



employment of Shannon Fjeld effective today. I further direct legal counsel to transmit any notice required by law regarding the termination to Ms. Fjeld. The motion was seconded by Board Member Wright.

Board Member Johnson said she would be abstaining from the vote. She stated that, as a teacher from Utah, her initial reaction was that immediate termination would be appropriate because a law had been broken. She also referenced the letter from the investigation unit indicating they would not pursue action against her teaching license, but acknowledged that this letter had no bearing on the hearing. Board President Cobb clarified that the matter was not related to her teaching capabilities.

The motion passed with three ayes and one abstention.

Board President Cobb: Yes
Board Member Fagnan: Absent
Board Secretary Hogan: Yes
Board Member Johnson: Abstain
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.

7. Public Comment.

Board President Cobb noted a change to the agenda: public comment will be heard before the discussion, so they will take public comment first and then return to item 6.

Public Comments:

- **Savanna Gonzales** spoke regarding items #18 and #19. She noted that while the Governing Board evaluates the superintendent, the superintendent evaluates the principal. She suggested that perhaps the superintendent could also serve as grant writer or transportation director. She discussed the grant process and asked whether the board ever reviews grievances.
- **Melea Leavitt** spoke on behalf of Ms. Fjeld. She addressed allegations that Mrs. Fjeld was in possession of marijuana on campus, stating that the Arizona Department of Education investigation has been completed and no complaint will be filed. Ms. Leavitt emphasized Ms. Fjeld's dedication to small districts, highlighting the importance of valuing community and staff who make a difference. She also noted that this district is among the lowest-paying in the region.
- **Robert Nostaja** began by stating he does not condone swearing of any kind. He shared that his grandchildren were suspended from the bus for a month but did not feel they learned from the experience. He described logistical challenges, such as having to pick up his grandchildren from school, and suggested that alternative disciplinary measures would have been more appropriate. He also expressed concerns about bus driver safety, stating that the current driver may be past the age to safely transport children, and suggested immediate removal from her position.
 - **Janene Nostaja** noted that she and her husband are both retired bus drivers. She advised the swearing is not limited to her grandchildren.



- **Board Member Johnson** asked that it be clarified to the Board and the public that when someone is addressing the Board, and they are assuming the Board knows what they are talking about, that Mr. Heaton explain the process.
- **Mr. Heaton** advised that any major complaints about a bus driver should be filed with the district. He offered to facilitate a call to address the situation and suggested a work session. When Board Member Johnson asked about a written complaint, Mr. Heaton clarified that any formal complaints would eventually come to the board as the final arbitrator.
- **Trisa Cummings** shared research on board policies. She praised Shannon Fjeld as one of the best teachers who has helped students and staff. Ms. Cummings emphasized the importance of retaining quality staff. She reviewed the Equal Employment Opportunity policy and noted the need for changes. She noted the policy states the Superintendent acts as the compliance officer, and if a complaint involves the superintendent, it should be filed with the board president. She described the grievance policy as complicated and convoluted and recommended reviewing the superintendent's qualifications.
- **Samantha Newell** noted she no longer has four children in the district. She raised concerns about retaliation and conflicts of interest, pointing out that Food Service and HR are the same position, leaving no neutral ground for employees. She shared that when staff go to the superintendent, they are redirected to HR. Mrs. Newell noted that her children are on an ESA scholarship and acknowledged that the district still receives funding for students no longer enrolled.
- **Annette Carlson** distributed paperwork to the Governing Board and explained that her statement addresses the notice of intent and hostile work environment. She described an incident where she escorted a student to the office because he threatened a co-worker, with witnesses confirming her actions. She read the letter she provided to the board and questioned a gentleman from ETC in the building without a tag, noting she was reprimanded for leaving her post. She raised issues with being asked to purchase fresh fruit and vegetables for the high school and was then told not to. She also mentions concerns about double hand washing procedures not being filed.

Board President Cobb asked Ms. Fjeld if she wished to speak. Shannon Fjeld stated she thought she was speaking in executive session. Mr. Heaton clarified that the executive session was for the board to receive legal advice. Ms. Fjeld's then advised she objects to the hearing officer's charges.

INFORMATION AND DISCUSSION:

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

Ed Dickie reviewed the Student Activity Funds, Food Service financials, and provided a budget update. He reported that the financial audit concluded a couple of weeks ago and is in the final stages of completion. Mr. Heaton noted there may be some findings due to the turnover of four business managers during the audit period.

Board President observed that more breakfasts are being served and overall meal counts have increased. Mr. Heaton explained that monthly totals may vary, with some months higher or lower depending on ordering cycles.

9. Elementary School
 - a. School Update
 - i. February 9-12, 2026 – Elementary Dental Program



- ii. February 19, 2026 – Science Fair – 5:00 p.m. – 6:30 p.m.
- b. Other

Troy Heaton reviewed upcoming elementary events and noted that he will ask Mrs. McCauley to provide a report on tutoring for the next meeting. At the high school, two teachers are offering tutoring on Tuesdays and Thursdays. On Fridays, teachers receive a list of students who are assigned to attend tutoring. A general email is also being sent to parents, and any student may attend; however, no senior high students attended tutoring today.

The two high school teachers do not typically earn many 301 hours and are eligible to earn \$50 per hour, up to \$1,750, toward leadership hours. Teachers were informed they may use 301 funds for this purpose. Troy Heaton reported that funding has been received, but the total amount is only \$10,000. Board President Cobb asked Mr. Heaton to monitor participation closely and noted that if attendance remains low, then more funds could potentially be allocated to the elementary program.

10. Troy Heaton, Superintendent/Secondary Principal

a. School Update.

- i. February 2-10, 2026 – Class of 2026 Fundraiser – Selling Valentines Grams.
- ii. February 3-12, 2026 – Interact Fundraiser – Selling Snowy Chocolate Popcorn.
- iii. February 4, 2026 – Bookmobile 7:00 a.m.-8:00 a.m.
- iv. February 10, 2026 – Seniors field trip to tour Dixie Tech
- v. February 12, 2026 – Jr. High Valentine Dance – 2:30 pm – 4:30 pm
- vi. February 13, 2026 – Valentine Assembly – 11:25 a.m.-12:00 p.m.
- vii. February 23-24, 2026 – Dental Health for students with permission
- viii. February 27, 2026 – High School Bonfire – 7:00 pm – 10:00 pm

b. Other.

Troy Heaton reviewed upcoming events. He shared that Interact recently held a fundraiser and is currently selling popcorn. The senior class is selling Valentine grams. Board Member Johnson asked whether community members could donate to purchase grams for students who might not otherwise receive one. Mr. Heaton confirmed that donations are welcome, but the valentine grams will be delivered tomorrow.

He also reported that the Valentine's Dance was canceled. All school dances are organized by the Student Government. As part of their leadership role, it is their responsibility to plan these events; however, there was limited participation from Student Government members, which led to the cancellation.

11. Board Reports.

a. Other

Board Secretary Hogan shared that he began volunteering at the school three years ago, where he met an outstanding PTO. Since then, he has done some research and noted that Arizona ranks 48th in the nation in education. He expressed concern that his own children are about a year behind academically and stated that improvement starts with the people in the room who genuinely care about students.

Board Secretary Hogan stated that he has encountered seniors who struggled with reading and has asked students whether they feel prepared for college. He believes the district must find ways to improve outcomes in a small-town school setting. He expressed frustration that the community may be willing to fund projects such as fencing but not prioritize funding for schools. He stated that the past six months to a year of discussions have focused very little on students and academic achievement. He noted that the



district's math proficiency rate is approximately 38%, compared to other schools reporting rates between 76% and 85%. He emphasized the need to seek additional resources to better support students.

Troy Heaton stated that Board Secretary Hogan approached him to review school data and that he will provide a report to the Board. Board Member Johnson said she would like to see data showing the same group of students year to year. Troy Heaton responded that they will be able to review testing data from last year's students. Board Member Johnson also requested information regarding student turnover and teacher turnover. Mr. Heaton said he can provide teacher turnover data; however, tracking student turnover can be difficult because some parents withdraw their children without registering them elsewhere through the county. Board Secretary Hogan commented that some families leave in search of better educational opportunities and Mr. Heaton added that in some cases, staffing may also be a factor.

Board Secretary Hogan reiterated that his goal is to find solutions to improve the schools. Board President Cobb stated that Board members ran for their positions to support students and teachers. He noted that information can be obtained through public records requests if needed but emphasized the importance of focusing on helping students. He added that work sessions were established to allow the Board to respond to community concerns and concentrate on student and teacher support, and that they have not had sufficient opportunity over the past three months to address broader issues.

Mr. Heaton noted that the district recommended implementing tutoring services and successfully secured funding for that purpose. Board Member Johnson stated that there are several options available and mentioned that community members have donated to the schools. She suggested compiling a list of potential businesses or suggestions for donations and expressed that she wants to ensure she is not approaching the same donors as Board Secretary Hogan or Board President Cobb. She added that community members are generous and care about students, but may not fully realize the extent of the district's needs.

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 pulled item #15 for discussion.

Board Member Johnson made a motion to approve the consent agenda excluding item #15, seconded by Board Member Wright. The motion passed unanimously.

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

12. Consideration of approval of the January 8, 2026, Regular Governing Board Meeting Minutes and the February 2, 2026, Governing Board Work Session Minutes.
13. Consideration of approval of Vouchers and Stipends:
 - a. LUSD9 Payroll Vouchers: 15/2615 and 16/2616.
 - b. LUSD9 Payables Vouchers: 2661 and 2662.
 - 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.)

- 14. 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
Calton, Lael	Substitute Teacher & Substitute Admin.	02/05/2026

- 15. Consideration of approval of the following staff resignations, retirements, and terminations:

Name	Position	Effective Date
Carlson, Annette	Food Service Lead	02/12/2026
Mancha, Perla	Library Aide	05/21/2026
Wells, Larry	SPED Aide, AD, Boys Basketball Coach	05/21/2026

Board President Cobb stated that due to the volume of materials provided, the Board could not thoroughly review each item during the meeting. Mr. Heaton suggested that the item could be tabled until the next meeting. Board President Cobb responded that he would like additional time for review and asked whether a Special Meeting could be scheduled on Tuesday, February 17, 2026, at 5:00 p.m. to address this item only.

Board Member Wright made a motion to table item #15, pertaining to Annette Carlson, to Tuesday, February 17, 2026, at 5:00 p.m. The motion was seconded by Board Secretary Hogan and passed unanimously.

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

Board President Cobb made a motion to approve the resignations of Perla Mancha and Larry Wells. The motion was seconded by Board Member Johnson and passed unanimously.

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

- 16. Consideration of approval of donations received by the District per Policy KCD.
 - a. JM Mesquite, \$368.57 Wrestling Fundraiser.
 - b. El Torito MXFoods, \$300 to Athletics.

ACTION ITEMS AND/OR DISCUSSION



17. Consideration of approval of the 2026/2027 Master School Calendar.

Troy Heaton reported that two PLC meetings were held to review the calendar. He also noted that he met today with Mrs. McCauley, and the proposed calendar reflects a combination of suggestions from both sites.

Board Secretary Hogan made a motion to approve the calendar, seconded by Board Member Wright. The motion passed unanimously.

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

18. Discussion and possible action regarding the Littlefield USD Organization Chart.

Mrs. Goessman noted there are a couple of changes made and read the proposed changes. Board Member Johnson asked which positions are currently open, and Mrs. Goessman responded that there will be a teacher position opening up.

Board President Cobb made a motion to approve the organization chart, seconded by Board Member Johnson. The motion passed unanimously.

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

19. Discussion and possible action regarding the Grievance Policy – GBK, GBK-R, GBK-EA, GBK-EB, GBK-EC, GBK-ED, and GBK-EE.

Troy Heaton stated that during the work session, the discussion focused on including a teacher representative. The Board asked Mr. Heaton to review the grievance policy and incorporate a teacher representative into it. Also to bring the policy back for a first reading.

20. Consideration of approval of purchasing a 15-passenger van for district-wide use.

Troy Heaton stated that they have been exploring options and that Board President Cobb provided a lead on a very good deal. A meeting is scheduled for tomorrow to discuss it further. Since the van will not be used for daily transportation, anyone driving the van will be required to complete defensive driver training.

Board President Cobb requested that the information be submitted to the Trust prior to purchase to ensure coverage. He also asked that they discuss the possibility of including the car dealerships name for an additional discount.

Board Secretary Hogan made a motion to approve the purchase of a 15-passenger van, seconded



by Board Member Johnson. The motion passed unanimously.

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

21. Consideration of approval of scheduling a work session and suggestion of agenda items.

Troy Heaton stated that the County Attorney's Office provided a notice regarding a potential Open Meeting Law violation at the last work session. He suggested scheduling training in place of the next work session. He noted that if there is a formal finding, training would likely be required, and referenced a similar situation occurring during a previous work session. He recommended scheduling the training now as a proactive measure.

Mr. Heaton said the proposed training will be conducted virtually and will cover Open Meeting Law and Board Roles and Responsibilities. Possible dates discussed were February 24th or February 25th.

Board Secretary Hogan made a motion to postpone the work session until after the Board completes the training, seconded by Board Member Johnson. The motion passed unanimously.

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

22. Suggestions for Future Board Meetings.

Mrs. Goessman noted that the contract templates will be presented for approval.

Troy Heaton reported that the district is at the end of the three-year grant for social workers. He has attended several sessions related to the safety grant and mentioned that the Board may see the contracts of these individuals early due to the grant.

Mr. Heaton also stated that the district will be applying for another COPS Grant. Plans include installing a repeater in Scenic, securing the back door at the high school, and adding cameras to the buses. The LIAP and SCIAP programs are upcoming and school-level data will be shared at the next meeting.

Board Member Johnson asked whether the Board wants to develop another policy.

Board Secretary Hogan emphasized the need for community support, noting that students should be given opportunities, staff should be trusted, and communication should be prioritized. Board President Cobb added that the district should create more activities to engage the community, citing strong participation at events like the paint run. Board Secretary Hogan asked how many people are aware that the basketball team is heading to the playoffs, and Troy Heaton confirmed that they are advancing to the district level.

Board President Cobb mentioned that he has requested several times to visit classrooms but has not yet received a date. He stated he would like to be in a classroom next Tuesday. Troy Heaton said he would



have Mrs. McCauley reach out to coordinate.

Mrs. Goessman noted that another policy advisory will be provided at the next meeting.

INFORMATION ITEMS

23. News articles about the schools.
24. Upcoming Governing Board Conferences:
 - a. Webinar – Why Retreats Matter: Strengthening Governance Through Reflection and Planning – April 8, 2026 @ 5:00 p.m.
 - b. Webinar – Looking Back, Looking Ahead: Questions, Highlights and What’s Next – May 13, 2026 @ 5:00 p.m.
 - c. 2026 Summer Leadership Institute – June 4-6, 2026 at Little America Hotel, Flagstaff, AZ.
25. School Calendar 2025/2026
26. Basketball Schedules
27. Wrestling Schedule
28. Next Meeting – March 12, 2026

ADJOURNMENT

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

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

Mark Cobb, Governing Board President

Troy Heaton, Superintendent

Respectfully Submitted by:

Sheree Goessman
Human Resources Director