LITTLEFIELD UNIFIED SCHOOL DISTRICT #9
GOVERNING BOARD MEETING
Administrative Services Site
3490 East Rio Virgin Road
Thursday, May 14, 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 seven (7) people in attendance.

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
Dr. Rob Robertson, 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 May 14, 2026 LUSD9 Board Meeting agenda.

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

Board President Cobb: Yes
Board Member Fagnan: Yes

Board Secretary Hogan: 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.

Trisa Cummings thanked everyone for their support during Teacher Appreciation Week. She shared that there was amazing support from the community, staff, and board members. Several individuals have been working on forming a community group and would like to learn what groups or organizations already exist in the area. Their goal is to create a cohesive and united community group that works together to support the school and community. She asked that any information regarding existing community groups be shared with her, as they want to continue building a strong and positive community.

Karen Johnson, speaking as a community member, shared that since the departures of Samantha Newell and Nichole Frisby from the PTO, the workload and stress on staff has increased significantly. She acknowledged the tremendous amount teachers do in addition to their classroom responsibilities.

Karen Johnson also recognized the many moms, grandmas, staff members, and volunteers who stepped up to help with Teacher Appreciation Week. She noted that everyone involved dedicated a great deal of time and effort, including support from neighbors and family members. Four board members also assisted with Teacher Appreciation activities. Mrs. Johnson also shared that she met with members of the community group and would provide additional information later.

Sean Hogan, community member and parent, thanked the board members and school staff for all they do for the school and students. He expressed concern that the school is not receiving adequate funding and stated that the board should continue exploring ways to secure additional funding and advocate for the school through letters and outreach efforts. Mr. Hogan shared that he has volunteered with the school for four years and served as a board member for approximately two and a half to three years. He stated that staff and teachers consistently do everything they can to support students and families and emphasized that the board should continue believing in and supporting school staff.

Mr. Hogan also expressed that community members want to be kept informed and educated about what is happening within the district and what responsibilities fall within the board's scope. He shared concerns about staff turnover and stated that while community members may not always know the reasons behind personnel changes, it is important to trust that the board and superintendent are making decisions in the best interest of the district. He reiterated his belief that the state owes additional funding to schools and encouraged continued efforts to advocate for those resources.

Mr. Hogan also stressed the importance of supporting and promoting the PTO and improving communication among teachers and staff. He shared personal concerns regarding his children's academic progress and stated that he feels they are falling behind. He expressed that he is considering transferring his children to another school and possibly another state because he feels he has limited options. He

emphasized that he does not blame the teachers or staff, but rather believes inadequate government funding is contributing to the challenges facing the school.

INFORMATION AND DISCUSSION:

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

Ed Dickie reviewed the student activity funds. Mr. Heaton noted that the senior class balance is lower because the class has been spending funds on activities and expenses.

Ed Dickie also reviewed the food services report. Board Member Fagnan stated that the numbers from January to the present appear to be averaging out. Board President Cobb asked about the status of summer food delivery, and Mrs. Goessman reported that the grant application has been submitted.

Board Member Fagnan inquired about the current lunch debt. Mrs. Goessman explained that Consuelo has been collecting additional payments, and Mr. Heaton added that he has updated figures that he plans to present to the Board at the next meeting.

The Board discussed the possibility of allowing Board members or staff to assist families in completing free and reduced meal applications when parents are unable to come into the school. Additional discussion took place regarding CEP and providing free meals district-wide. Mrs. Goessman explained that the District previously applied; however, because the District did not meet the percentage required for 100% free meals, participation would have cost the District approximately $60,000.

Board Secretary Hogan emphasized the importance of increasing parent involvement in this and other school-related matters. Board Member Fagnan shared that three years ago he started an “Adopt-a-Child’s Lunch” initiative and received two donations of $2,500 each. He stated that he challenged the Board at that time, but no additional action was taken. Board Secretary Hogan mentioned that he raised $3,000, and Board Member Fagnan clarified that it was under a different Board. Board Member Fagnan added that he repeated the effort this year but has not pursued it further because he is unsure of the total outstanding lunch debt amount.

Dr. Robertson stated that he would be willing to help spearhead efforts related to increasing free and reduced meal applications. Discussion also included formalizing a plan that would involve both a staff member and a Board member helping promote and market the District. Board members noted that everyone is currently stretched very thin. Board Secretary Hogan suggested holding a work session focused on fundraising and long-term planning.

Ed Dickie reviewed the budget update. Board President Cobb asked whether the District had received the new COPS grant or if the discussion pertained to the current grant. Mr. Heaton responded that the District is in the process of submitting the new grant application. Board President Cobb asked whether the safety grant had been renewed. Mr. Heaton confirmed that the safety grant was renewed and explained that revising the grant would have required the District to start the application process over. He added that the grant currently funds both social worker positions — one at the high school and one at the elementary school.

7. Dr. Rob Robertson, Teacher on Assignment @ Beaver Dam Elementary School

a. School Update
   i. May 3-6, 2026 – Teacher Appreciation Week
   ii. May 11, 2026 – 3rd/4th Grade Fieldtrip – Red Hills Desert Garden
   iii. May 14, 2026 – Preschool Graduation @ 11:45 a.m.
   iv. May 14, 2026 – 6th Grade Splitting Out @ 1:00 p.m.
   v. May 15, 2026 – HS Grad Walk at 8:30 a.m.
   vi. May 19, 2026 – Kinder Graduation
   vii. May 19, 2026 – ½ day for all students – dismissal at 12:20 p.m.
   viii. May 20, 2026 – Bowling @ 9:00 a.m. – 10:00 a.m.
   ix. May 20, 2026 – ½ day for all students – dismissal at 12:20 p.m.
   x. May 21, 2026 – Bowling @ 9:00 a.m.-10:00 a.m.
   xi. May 21, 2026 – ½ day for all students – dismissal at 12:20 p.m.
b. Wonders Training
c. Talent Show
d. Other

Dr. Robertson reviewed the recent school events and thanked the PTO on behalf of the staff for their support during Teacher Appreciation Week.

Dr. Robertson shared that he will return next year as the academic coach. He stated that Wonders training will continue, noting that two training sessions were held within the last month. The goal is to support and guide teachers in using Wonders more effectively and to deepen implementation of the math program to help grow student knowledge. Throughout the year, he will continue working with teachers on instructional strategies using Wonders.

Dr. Robertson also stated that the students had a great time participating in the talent show.

8. Troy Heaton, Superintendent/Secondary Principal
   a. School Update.
      i. May 4-7, 2026 – Employee Appreciation Week
      ii. May 6, 2026 – Senior/Parent Scholarship Night @ 5:00 p.m.
      iii. May 7, 2026 - Closing Social for students at the Mesquite Rec Center @ 5:00 p.m.-8:00 p.m.
      iv. May 13, 2026 – Awards Assembly @ 11:10 a.m.-12:00 p.m.
      v. May 13, 2026 – Spring Sports Banquet @ 5:00 p.m.
      vi. May 15, 2026 – Graduation @ 5:00 p.m.
      vii. May 21, 2026 – Last day of school for students – early out @ 11:20 a.m.
   b. Other.

Mr. Heaton reported that the high school held activities each day for teachers and staff during Teacher Appreciation Week. The Student Council also served the teachers as part of Teacher Appreciation Day activities.

Mr. Heaton shared that students received between $50,000–$60,000 in scholarships. A closing social was also held at the Mesquite Recreation Center. He reviewed the recent events and thanked Beth for stepping in while both the Athletic Director and Assistant Athletic Director were out.

Mr. Heaton reminded everyone that graduation is tomorrow night and noted there will be a place for the board members to sit. He encouraged board members to arrive by 4:30 p.m. Board President Cobb

stated that three people will help transport individuals up to the high school.

Mr. Heaton stated that he asked Salud and Beth to send out dialers to parents to gauge interest in starting a brass band program at the high school. A grant has been submitted for instruments. The teacher would be partially remote and come on campus a couple of days each month. Mr. Heaton reported that they received 9–10 responses from the junior/senior high school and no responses from the elementary school. Board Secretary Hogan suggested sending information out through Dojo. Mr. Heaton clarified that the elementary portion would only involve 5th and 6th grade students. He also noted that if grant funding is not received, parents would need to rent instruments themselves.

9. Board Reports.
   a. Other

Board Member Johnson discussed the Community Committee, which includes herself, Patti Hoopes, and Trisa Cummings. She stated that significant work had been done on the committee this week. Board Member Johnson shared a story about Bill Evans donating money for a senior scholarship and noted that he never received a thank-you or an invitation to graduation. She explained that she asked him to brainstorm ideas for bringing the community together, emphasizing that many people in the community are willing to help and support the schools but are simply waiting to be asked.

Board Member Johnson also discussed the previous bond measure, stating that she had spoken with hundreds of people who did not remember a bond election taking place, while only a few recalled it. She said Bill Evans expressed surprise that the bond did not pass and suggested it may be time to pursue another one. Board Member Johnson noted that there is a list of projects and improvements the district is trying to accomplish for the schools.

Mr. Heaton stated that the district previously held an informational meeting at the elementary school regarding the bond, but only three people attended. Board Member Johnson commented that the Beaver Dam Bar serves as a community gathering place and stated that stronger community relationships and bridges need to be built. She shared that Bill Evans suggested the district set up a booth during Beaver Dam Jam and noted they would be welcome to participate throughout the event.

Board Member Johnson stated that she also spoke with representatives from Pilot, who expressed willingness to support the schools and asked to be informed about what was needed.

Mr. Heaton stated that if the district pursued another override, the plans were already prepared. He explained that the plans included a half gym at the high school, a new covered playground area at the elementary school, demolition of the existing district buildings, and construction of a bus barn.

Board Member Johnson asked about air conditioning improvements. Mr. Heaton explained that those projects fall under the School Facilities Board (SFB), but the district had been informed that funding was no longer available this fiscal year. Board Member Johnson asked for additional information regarding the process. Mr. Heaton stated that such projects must be submitted through an SFB grant application.

Board Member Johnson also asked about Community Development Block Grant (CDBG) funds. Mr. Heaton explained that schools do not directly apply for those funds and that applications are typically submitted through the city or county. Board Member Wright stated that she knows individuals at the county level who may be able to assist. Board Member Johnson added that there are grants available if organizations are willing to apply and clearly outline how the funds would be used.

Board Member Johnson further noted that there appears to be duplicated efforts among local food banks,

the community, and the schools regarding food distribution and support services.

Board President Cobb stated that the district has not communicated effectively with the public, which is why the board originally began holding work sessions. He explained that the board later learned the board had violated open meeting law during a work session, resulting in required training. He stated that the work sessions were intended to provide an opportunity for the public and teachers to communicate directly with the board and expressed interest in restarting them appropriately.

Board President Cobb also referenced the Beaver Dam Bar, stating that when funds were needed for the animal shelter, an event held there successfully raised $3,000. He suggested that the district could hold a similar fundraising event at the Beaver Dam Bar, including activities such as a prize wheel where proceeds could be designated toward various school projects.

Board Secretary Hogan stated that he was not aware of any stigma associated with the Beaver Dam Bar and noted that the Auto Body Club previously hosted a booth there to raise funds successfully.

Board Secretary Hogan also shared that he had the opportunity to meet the new elementary principal.

Board Secretary Hogan reported that seniors from the auto body club attended a recent event and earned three scholarships. He also noted that the auto body shop would be removing all flammable materials from the building.

Board Secretary Hogan thanked the teachers and staff for their dedication and the amount of effort they invest in supporting students. He stated that rural schools should not have to rely on overrides and commented that rural schools should receive funding comparable to what is provided to inner-city schools. Board Member Wright suggested that Governor Katie Hobbs and Attorney General Kris Mayes could be valuable contacts regarding school funding concerns.

Board Member Wright stated that she is very pleased with the efforts to increase community involvement. She also shared that she recently accepted a position on the board of the local pantry. Board Member Wright noted concerns regarding food distribution, including difficulties obtaining food sourced from within Arizona and the lack of meat products being received. She questioned whether the community may be receiving leftover or lower-priority supplies. Board Member Wright concluded by emphasizing the importance of community support, stating that without community involvement, there is nothing.

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 Fagnan reviewed the donations received and recognized the donors for their contributions and support of the district.

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

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

10. Consideration of approval of the April 9, 2026, Governing Board Meeting Minutes.

11. Consideration of approval of Vouchers and Stipends:
    a. LUSD9 Payroll Vouchers: 21/2622, 22/2623, 23/2624, and 23.1/2625.
    b. LUSD9 Payables Vouchers: 2668 and 2669.
    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.)

12. 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
Johnson, Halli	SPED Teacher	04/16/2026
Mendoza, Ezperanza	Food Service Lead	05/04/2026
Trenholm, Kathleen	School Aide	05/04/2026

13. Consideration of approval of the FY 2026/2027 Certified an Classified Personnel as outlined in the attached list:

NAME	POSITION	EFFECTIVE DATE
Allen, Mike	Science Teacher	08/05/2026
Dickie, Misty	SPED Aide (Revision)	08/05/2026
Henry, Susan	CTE Teacher	08/04/2026
Johnson, Halli	SPED Teacher	08/05/2026
Mendoza, Esperanza	Food Service Lead	08/05/2026
Moss, Kale	ELA/Social Studies Teacher	08/04/2026
Robertson, Rob	Reading Intervention Coach	08/05/2026
Trenholm, Kathleen	School Aide	08/05/2026

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

Name	Position	Effective Date
Beig, Kim	SPED Director/Teacher	05/22/2026
Bishop, Brinlee	Elementary Teacher	05/22/2026
Carter, Sarah	Elementary Mental Health Counselor	05/21/2026
Edwards, Cheryl	ELA / Social Studies Teacher	05/22/2026
Goldberry, Shaunna	Science Teacher	05/04/2026
Knowlden, Jana	Elementary Teacher	05/22/2026
Okelberry, Jyll	Guidance Counselor	05/22/2026
Rauterkus, Rebel	CTE Teacher	05/22/2026

15. Consideration of approval of a revised 2025/2026 Stipend List.

16. Consideration of approval of donations received by the District per Policy KCD.
    a. Mesquite Gaming LLC - $1500 Athletic Sponsorship
    b. Kroeger Inspiring Donations - $176.58 donation to both schools
    c. Saul Gutierrez - $400 donation to Beaver Dam High School
    d. Jeanne Zueck - $1,040 donation to lunch balances
    e. Douglas Prahl - $946.40 donation to lunch balances
    f. Pilot, donated 25 pizzas to Beaver Dam Elementary School.

ACTION ITEMS AND/OR DISCUSSION

17. Discussion and possible action to declare school buses #91, #92, #95, and #97 as surplus property and authorize their disposal through public auction in accordance with District policy and applicable Arizona statutes.

Board Member Johnson made a motion to approve declaring buses #91, #92, #95, and #97 as surplus property and authorize their disposal through public auction in accordance with District policy and applicable Arizona statutes. Board Secretary Hogan seconded the motion and it passed unanimously.

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

18. Discussion and possible action to approve a 6th grade overnight field trip to Yosemite National Park, scheduled for February 15–19, 2027, in accordance with District policy and guidelines.

Board Secretary Hogan made a motion to approve the 6th grade overnight fieldtrip to Yosemite National Park, seconded by Board Member Johnson.

Board Member Fagnan stated that he believes fieldtrips should be tied to reading accomplishments and that students should earn the opportunity to attend the trips. Board President Cobb asked whether a program could be developed to track student improvement through scorecards and whether students could be rewarded with fieldtrips based on their progress and effort.

Jami Reynolds explained that the trip is academic in nature, tied directly to science standards, and fully standards-based with an emphasis on science enrichment. She stated that the experience would provide students with a significant opportunity because they would be visiting Yosemite National Park. Ms. Reynolds also shared that every valedictorian she had spoken with indicated that educational trips like these had positively impacted them.

Ms. Reynolds further explained that she had developed a five-year plan to take students to different locations and expressed concern that the board was placing additional restrictions on the program. Board Member Johnson commented that Ms. Reynolds had provided more explanation regarding the educational standards connected to the trip.

Dr. Robertson stated that board members and staff were viewing the matter through different perspectives. Board President Cobb responded that Ms. Reynolds had made her position and the

educational value of the trip clear.

Ms. Reynolds stated that she did not need board approval to proceed with the trip. She said that while she heard the concerns being raised, no meaningful changes were being made and commented that the discussion made her feel as though she no longer wanted to continue with this trip.

Ms. Etter shared that she previously worked as a bus driver for the Long Beach School District and transported sixth-grade students to science camp, where students learned about plants, stars, and other science topics. She stated that similar educational experiences would occur during the Yosemite trip.

Mr. Heaton noted that Ms. Reynolds had just stated that she was no longer planning to do the trip.

At the call for the motion, the motion passed unanimously.

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

19. Consideration of approval of the FY 2024/2025 Preventive Maintenance Program.

Mr. Heaton stated that this item must be completed annually and pertains to School Facilities Board (SFB) projects.

Board Secretary Hogan moved to approve the FY 2024/2025 Preventive Maintenance Program, seconded by Board Member Fagnan. The motion passed unanimously.

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

20. Discussion and possible action on scheduling a budget work session.

Board Secretary Hogan stated that he would be out of town and asked if he can attend the meeting remotely.

Board Secretary Hogan made a motion to schedule a budget work session on June 11, 2026, at 4:00 p.m. Board Member seconded the motion and it passed unanimously.

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

21. Consideration of approval of FY 2025/2026 Budget Revision #2 per ARS 15-903.

Ed Dickie reported that the district has a net gain of $51,131 in Maintenance and Operations (M&O), $64,901 in Capital, and $4,553 in the Classroom Site Fund, for a total net gain of $111,479.

Board Secretary Hogan moved to approve the FY 2025/2026 Budget Revision #2, seconded by Board Member Fagnan. The motion passed unanimously.

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

22. Consideration of first reading of Policy Advisory 961-1046.

a. Deleted Policy GA – Personal Goals/Priority Objectives
b. Policy GB – General Personnel Policies
c. Policy GBA – Equal Employment Opportunity
d. Policy GBAC – Indian Preference In Employment
e. Deleted Policy GBB – Staff Involvement in Decision Making
f. Policy GBEA – Staff Ethics
g. Policy GBEAA – Staff Conflict of Interest
h. Deleted Policy GBEC – Drug-Free Workplace
i. Deleted Policy GBECA – Nonmedical use or Abuse of Drugs or Alcohol
j. Deleted Policy GBECB – Alcohol Use by Staff Members
k. Policy GBED – Smoking by Staff Members.
l. Policy GBEF – Staff Use of Digital Communication and Electronic Devices
m. Deleted Policy GBEFA – Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle.
n. New Policy GBGA – Heath
o. Deleted Policy GBGB – Staff Personal Security and Safety
p. Deleted Policy GBGC – Employee Assistance
q. Deleted Policy GBGCA – Wellness Programs
r. Deleted Policy GBGCB – Staff Health and Safety
s. Policy GBGD – Workers' Compensation
t. Policy GBI – Staff Participation in Political Activities
u. Policy GBJ – Personnel Records and Files
v. Policy GBK – Staff Grievances
w. Policy GBP – Prohibited Personnel Practices
x. Deleted Policy GCA – Professional Staff Positions.
y. Policy GCB – Professional Staff Contracts and Compensation
z. Policy GCBA – Professional Staff Salary Schedules
aa. Deleted Policy GCBC – Professional Staff Supplementary Pay Plans
bb. Deleted Policy GCBD – Professional Staff Fringe Benefits
cc. Deleted Policy GCC – Professional/support Staff Leaves and Absences
dd. Policy GCCA – Professional/Support Staff Sick Leave
ee. Deleted Policy GCCB – Professional/Support Staff Personal/Emergency/Religious Leave
ff. Deleted Policy GCCC – Professional/Support Staff Leave of Absence without Pay.
gg. Deleted Policy GCCD – Professional/Support Staff Military/Legal Leave

hh. Deleted Policy GCCE – Professional/Support Staff Conferences / Visitations / Workshops
ii. Deleted Policy GCCF – Sabbatical Leave
jj. Deleted GCCG – Professional Staff Voluntary Transfer of Accrued Sick Leave.
kk. Deleted Policy GCCH – Professional/Support Staff Bereavement Leave.
ll. Deleted Policy GCD – Professional Staff Vacations and Holidays
mm. Policy GCF – Professional Staff Hiring
nn. Policy GCFC – Professional Staff Certification and Credentialing Requirements.
oo. Deleted Policy GCFE – Professional/Support Staff
pp. Policy GCG – Time and Substitute Professional Staff Employment
qq. Deleted Policy GCGB – Arrangements for Substitute Staff Members
rr. Policy GCH – Professional/Support Staff Orientation and Training
ss. Deleted Policy GCI – Professional Staff Development
tt. Deleted Policy GCJ – Professional Staff Probationary and Continuing Status
uu. Policy GCK – Professional Staff Assignments and Transfers
vv. Deleted Policy GCL – Professional Staff Schedules and Calendars
ww. Deleted Policy GCMC – Professional Staff Meetings
xx. Policy GCMF – Professional Staff Duties and Responsibilities
yy. Policy GCO – Evaluation of Professional Staff Members
zz. Deleted Policy GCP – Professional Staff Promotions
aaa. Policy GCQA – Professional Staff Reduction in Force.
bbb. Policy GCQC – Resignation of Professional Staff Members
ccc. Deleted Policy GCQE – Retirement of Professional / Support Staff Members
ddd. Policy GCQF – Discipline, Suspension, and Dismissal of Professional Staff Members
eee. Policy GCR – Non-school Employment by Professional Staff Members.
fff. Policy GCRD – Tutoring for Pay.
ggg. Policy GCS – Professional Research and Publishing.
hhh. Deleted Policy GDA – Support Staff Positions.
iii. Deleted Policy GDB – Support Staff Contracts and Compensation.
jjj. Deleted Policy GDBA – Support Staff Salary
kkk. Deleted Policy GDBC – Support Staff Supplementary Pay / Overtime
lll. Deleted Policy GDBD – Support Staff Fringe Benefits
mmm. Deleted Policy GDCG – Support Staff Voluntary Transfer of Accrued Sick Leave
nnn. Deleted Policy GDD – Support Staff Vacations and Holidays
ooo. Deleted Policy GDF – Support Staff Hiring
ppp. Deleted Policy GDFA – Support Staff Qualifications
qqq. Deleted Policy GDG – Part-Time and Substitute Support Staff Employment
rrr. Deleted Policy GDJ – Support Staff Assignments and Transfers
sss. Deleted Policy GDK – Support Staff Schedules and Calendars
ttt. Deleted Policy GDL – Support Staff Workload
uuu. Deleted Policy GDLB – Support Staff Meetings
vvv. Deleted GDN – Supervision of Support Staff Members
www. Deleted GDO – Evaluation of Support Staff Members
xxx. Deleted Policy GDP – Support Staff Promotions and Reclassification
yyy. Deleted Policy GDQA – Support Staff Reduction in Force
zzz. Deleted Policy GDQB – Resignation of Support Staff Members
aaaa. Deleted Policy GDQD – Discipline, Suspension, and Dismissal of Support Staff

Members.

bbbb. Deleted Policy GDR – Non-school Employment by Support Staff Members.
cccc. Policy ECAC – Vandalism and Reporting Suspected Crimes
dddd. Policy IHAL – Teaching About Religion

Board Member Fagnan moved to approve the first reading of Policy Advisories #961–#1046. Board Member Johnson seconded the motion and it passed unanimously.

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

23. Discussion and possible action to submit policy priorities for inclusion in the Arizona School Boards Association 2027 political agenda.

The Governing Board suggested submitting last year's items:

1. Full funding for School lunch Programs.
2. Increased funding for rural schools.
3. Funding for full day kindergarten.
4. Redefining the role and purpose of standardized testing, developing more meaningful and measurable outcomes, and eliminating unfunded mandates and administrative burdens.

Board Member Johnson made a motion to submit last year's policy priorities again this year, seconded b Board Member Fagnan. The motion passed unanimously.

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

24. Consideration and possible action to appoint a delegate to serve at the Arizona School Boards Association Delegate Assembly.

Board President Cobb moved to appoint Board Member Fagnan as the delegate, seconded by Board Member Johnson. The motion passed unanimously.

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

25. Suggestions for Future Board Meetings.

Suggested Items:

- Approval of increase to paid school breakfast and lunch
- Renewal of the Trust and Alliance contracts.

- Performance pay for Mr. Heaton
- Proposed FY 2026/2027 Budget
- Second Reading and Adoption of Policy Advisory #961-#1046

Board Secretary Hogan requested that fundraising be added as a discussion item for the next work session. He also requested discussion regarding ways to write letters to government officials, including developing a list of individuals and agencies to contact.

Board Member Johnson stated that she would like clarification regarding the district's volunteer process, noting that it appears overly complicated. Mr. Heaton stated that the process is based on district policy. Mrs. Goessman stated that she could provide Board Member Johnson with the applicable policy and state law information.

Board Member Johnson requested that the Community Committee also be added to the work session agenda.

INFORMATION ITEMS

26. News articles about the schools.

27. Upcoming Governing Board Conferences:

    a. Webinar – Looking Back, Looking Ahead: Questions, Highlights and What's Next – May 13, 2026 @ 5:00 p.m.
    b. 2026 Summer Leadership Institute – June 4-6, 2026 at Little America Hotel, Flagstaff, AZ.

28. Notification of changes to Regulations and Exhibits:
    a. Regulation GBA-R: Equal Employment Opportunity
    b. Exhibit GBA-E: Equal Employment Opportunity
    c. New Regulation GBEA-R: Ethics and Code of Conduct
    d. New Exhibit GBEA-E: Ethics and Code of Conduct
    e. Exhibit GBEAA-E: Staff Conflict of Interest
    f. Deleted Regulation GBEB-R: Staff Conduct
    g. Deleted Exhibit GBEB-E: Staff Conduct
    h. New Regulation GBEC-R: Drug-Free Workplace
    i. Exhibit GBEC-EA: Drug-Free Workplace
    j. Deleted Exhibit GBEC-EB: Drug-Free Workplace
    k. New Regulation GBGA-RA: Health
    l. New Regulation GBGA-RB: Health
    m. New Exhibit GBGA-EA: Health
    n. New Exhibit GBGA-EB: Health
    o. Deleted Regulation GBGB-R: Staff Personal Security and Safety
    p. Deleted Exhibit GBGC-E: Employee Assistance
    q. Deleted Regulation GBGCA-R: Wellness Programs
    r. Deleted Exhibit GBGCB-E: Staff Health and Safety
    s. Regulation GBGD-R: Workers' Compensation
    t. Exhibit GBGD-E: Worker's Compensation

u. New Regulation GBJ-E: Personnel Records and Files
v. Deleted Exhibit GBJ-E: Personnel Records and Files
w. Regulation GBK-R: Staff Grievances
x. Exhibit GBK-EA: Staff Grievances
y. Exhibit GBK-EB: Staff Grievances
z. Exhibit GBK-EC: Staff Grievances
aa. Exhibit GBK-ED: Staff Grievances
bb. Exhibit GBK-EE: Staff Grievances
cc. New Regulation: GCCA-RA: Types of Leaves
dd. New Regulation: GCCA-RB: Types of Leaves
ee. New Regulation GCCA-RC: Types of Leaves
ff. New Exhibit GCCA-E: Types of Leaves
gg. Deleted Exhibit GCCC-EA: Professional/Support Staff Leaves of Absence without pay.
hh. Deleted Exhibit GCCC-EB: Professional/Support Staff Leaves of Absence without pay.
ii. Deleted Exhibit GCCC-EC: Professional/Support Staff Leaves of Absence without pay.
jj. Deleted Exhibit GCCC-ED: Professional/Support Staff Leaves of Absence without pay.
kk. Deleted Exhibit GCCC-EE: Professional/Support Staff Leaves of Absence without pay.
ll. Deleted Exhibit GCCD-E: Professional/Support Staff Military/Legal Leave
mm. Deleted Regulation GCCG-RA: Professional Staff Voluntary Transfer of Accrued Sick Leave.
nn. Deleted Regulation GCCG-RB: Professional Staff Voluntary Transfer of Accrued Sick Leave.
oo. Regulation GCF-R: Professional Staff Hiring
pp. Exhibit GCF-EA: Professional Staff Hiring
qq. Exhibit GCF-EB: Professional Staff Hiring
rr. Exhibit GCF-EC: Professional Staff Hiring
ss. Exhibit GCF-ED: Professional Staff Hiring
tt. New Exhibit GCF-EE: Hiring
uu. New Exhibit GCF-EF: Hiring
vv. Exhibit GCFC-E: Professional Staff Certification and Credentialing Requirements
ww. Deleted Exhibit GCFE-E: Professional/Support Staff Hiring – Oath of Office
xx. Deleted Regulation GCGB-R: Arrangements for Substitute Staff Members
yy. New Regulation GCMF-RA: Duties and Responsibilities
zz. New Regulation GCMF-RB: Duties and Responsibilities
aaa. Regulation GCO-RA: Evaluation of Professional Staff Members
bbb. Deleted Regulation GCO-RB: Evaluation of Professional Staff Members
ccc. New Exhibit GCO-E: Evaluations and Contracts
ddd. New Regulation GCQF-RA: Discipline, Suspension, and Dismissal
eee. New Regulation GCQF-RB: Discipline, Suspension, and Dismissal
fff. Deleted Regulation GDCG-R: Support Staff Voluntary Transfer of Accrued Sick Leave
ggg. Deleted Regulation GDF-R: Support Staff Hiring
hhh. Deleted Exhibit GDF-EA: Support Staff Hiring

iii. Deleted Exhibit GDF-EB: Support Staff Hiring
jjj. Deleted Exhibit GDF-EC: Support Staff Hiring
kkk. Deleted Exhibit GDF-ED: Support Staff Hiring
lll. Deleted Exhibit GDF-EE: Support Staff Hiring
mmm. Deleted Exhibit GDFA-E: Support Staff Qualifications and Requirements.
nnn. Deleted Regulation GDL-R: Support Staff Workload
ooo. Deleted Exhibit GDO-EA: Evaluation of Support Staff Members
ppp. Deleted Exhibit GDO-EB: Evaluation of Support Staff Members
qqq. Regulation ECAC-R: Vandalism and Reporting Suspected Crimes

29. School Calendar 2025/2026

30. Next Meeting – June 11, 2026.

ADJOURNMENT

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

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

The meeting was adjourned at 6:44 p.m.

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Mark Cobb, Governing Board President

_____
Troy Heaton, Superintendent

Respectfully Submitted by:

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Sheree Goessman
Human Resources Director