**LITTLEFIELD UNIFIED SCHOOL DISTRICT #9**
**GOVERNING BOARD MEETING**
**Administrative Services Site**
**3490 East Rio Virgin Road**
**Thursday, June 11, 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 5:06 p.m. There were five (5) people in attendance. Board Member Wright was absent from the meeting and Board Secretary Hogan was available by phone for 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
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 June 11, 2026 LUSD9 Board Meeting agenda.

**Board Member Fagnan made a motion to approve the 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: Absent**

# PUBLIC COMMENT

At this time, the public may speak to the Governing Board on topics of concern with the public body's jurisdiction, even if the topic is not specifically included on the agenda. The public must state their full name for the record and will be allowed up to three minutes to address the Governing Board. No action will be taken as a result of public comments. The Board expects that citizens who address the board will present concerns regarding the activities in question rather than make personal attacks upon Board Members, District Personnel or other persons in attendance or absent. In addition, questions or comments on matters that are currently under legal review will not be accepted.

5. Public Comment.

Board President Cobb read a public comment submitted by Sonny Graham regarding Agenda Item 19, which involved consideration of performance pay for Superintendent Troy Heaton and Interim Principal Darlene McCauley.

- Mr. Graham expressed opposition to awarding performance pay to both Mr. Heaton and Ms. McCauley.
- He noted that Arizona law permits, but does not require, performance-based pay for superintendents and argued that such compensation should be based on documented achievements, including student academic progress, school letter grades, and accomplishment of established goals.
- He questioned whether sufficient evidence had been provided to demonstrate improvements in student achievement or district performance.
- He raised concerns regarding communication between district administration, the Governing Board, and the community, citing the District's handling of personnel matters involving the elementary principal and staff members in October 2025.
- He also questioned whether measurable improvements occurred during Ms. McCauley's tenure as interim principal and urged the Board to exercise caution when approving additional compensation.
- Mr. Graham included a personnel complaint (policy KEB) as an attachment to his public comment. Board President Cobb noted he was not going to read the KEB complaint because it shouldn't be part of the record.

# 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 May 2026 budget update with the Governing Board. As of May 2026, the District's revised budget totaled $5,775,346. Year-to-date expenditures were $4,747,298, with encumbrances of $275,832, leaving an overall budget balance of $832,810.

Within the Operations funds, Maintenance and Operations expenditures totaled $3,442,007 with $88,000 in encumbrances, leaving a balance of $83,242. The Unrestricted Capital Outlay Fund had expenditures of $344,718 and a remaining balance of $204,696.

Mr. Dickie also reviewed the status of Federal, State, and Local Project funds. Federal Projects reflected a combined balance of $157,490, State Projects reflected a balance of $320,567, and Local Projects reflected a balance of $66,814.

The Board discussed the budget update and current fund balances. No action was taken.

7. Beaver Dam Elementary School
   a. School Update
      i. June 1-25, 2026 – Summer School
      ii. June 1-August 7, 2026 – Summer Food Delivery
   b. Other

Dr. Rob provided an update on the District's summer school program, stating that it was progressing very well. He noted that he was teaching the SEI class during the week and that Eureka had generously provided spaghetti for the students.

Board President Cobb asked whether the high school was offering summer school. Mr. Heaton responded that summer school opportunities were available; however, no high school students had attended.

Board President Cobb then asked about elementary summer school enrollment. Ms. Reynolds reported that 21 students had attended the elementary summer school. Mr. Heaton explained that the summer school program is funded through Title III resources. Ms. Goessman added that the District also received a $6,000 donation from Eureka to support student programs.

Board President Cobb expressed interest in hearing teachers' ideas on how to increase student participation in summer school. Ms. Gonzales suggested that some families may choose vacations during the summer, which can affect attendance. Board President Cobb asked whether students were attending because they wanted to participate or because parents needed childcare. Dr. Rob responded that it was likely a combination of both factors.

Mr. Heaton stated that he could reach out to current teachers to gather feedback and suggestions regarding summer school participation and attendance.

Board Member Johnson asked about student behavior and the level of support available during the program. Dr. Rob reported that class sizes were small, there was significant adult supervision, and he had not observed any behavioral concerns. Board Member Johnson stated that it was important for the Board to understand how they could best support the program and its continued success.

8. Troy Heaton, Superintendent/Secondary Principal
   a. School Update.
      i. June 1-25, 2026 – Summer School
      ii. June 1-August 7, 2026 – Summer Food Delivery
   b. Other.

Mr. Heaton reported that he recently met with Mr. Manly regarding the high school brass band program for the upcoming school year. He stated that they had reached an agreement on the overall arrangement and were working to finalize the schedule. Mr. Manly indicated that he may not be available to teach all five days each week.

Mr. Heaton explained that a teacher assistant would be available to supervise students on the days Mr. Manly is not on campus. In addition, Mr. Manly plans to visit the school once or twice each month to work directly with students and support the program.

Mr. Heaton reported that 11 students have currently enrolled in the brass band program. He also noted that the class may be scheduled during sixth period rather than seventh period to avoid potential scheduling conflicts.

To support the program, the District has applied for a $30,000 grant to purchase musical instruments. If the grant is not awarded, Mr. Heaton stated that two members of the Rotary Club have expressed a willingness to assist with fundraising efforts to secure additional resources. He added that Mr. Manly has committed to providing volunteer support for the program one or two days each week.

9. Board Reports.
   a. Other

# 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 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: Absent**

10. Consideration of approval of the May 14, 2026, Governing Board Meeting Minutes.

11. Consideration of approval of Vouchers and Stipends:
   a. LUSD9 Payroll Vouchers: 24/2626 and 25/2627.
   b. LUSD9 Payables Vouchers: 2670 and 2671.
   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 2026/2027 Certified an Classified Personnel as outlined in the attached list:

| NAME | POSITION | EFFECTIVE DATE |
|---|---|---|
| Andrus, Sandra | SPED Teacher | 08/04/2026 |
| Erwin, Tanya | Elementary Teacher | 08/04/2026 |
| Johnson, Halli | SPED Director/ Teacher | 08/04/2026 |
| Porter, Alala | School Aide | 08/05/2026 |
| Zeyer, Shane | Elementary Teacher | 08/04/2026 |

13. Consideration of approval of the 2026/2027 Stipend List.

14. Consideration of approval of donations received by the District per Policy KCD.
    a. Dixie Tech - $500 Athletic Sponsorship
    b. Rotary Club of Mesquite, NV – (2) $500 student scholarships
    c. Rancho Mesquite (Eureka) - $6,000 for Summer School
    d. Ken Garff Ford - $900 for Food Services

# ACTION ITEMS AND/OR DISCUSSION

15. Consideration of second reading and adoption 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 Johnson asked for clarification regarding the policies recommended for deletion.

Ms. Goessman explained that the Arizona School Boards Association (ASBA) is currently reorganizing and streamlining policy manuals. As part of that process, certain policies are being deleted as standalone policies; however, the content from those policies is being incorporated into other sections of the policy manual rather than being eliminated entirely.

Board Member Johnson made a motion to approve Policy Advisory #961-#1046, 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: Absent**

16. Consideration of approval of an increase to the paid price for school breakfast and lunch by $0.10 for school year 2026/2027. Current prices are Breakfast: Student $2.30 & Adult $2.80. Lunch: Student $3.30 & Adult $4.30. Proposed prices are Breakfast: Student $2.40 & Adult $2.90. Lunch: Student $3.40 & Adult $4.40.

**Board Member Fagnan made a motion to approve the increase to the paid prices for school breakfast and lunch by $0.10 for school year 2026/2027, 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: Absent**

17. Consideration of approval of the proposed budget for the 2026/2027 School Year.

**Board Member Johnson made a motion to approve the proposed budget for the 2026/2027 school year, 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: Absent**

18. Consideration of approval of the renewal of The Trust and The Alliance contracts.

Mr. Heaton explained that The Trust provides the District's liability insurance coverage, while The Alliance provides workers' compensation insurance coverage.

Board Member Fagnan made a motion to approve the renewal of the Trust and the Alliance contracts, 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: Absent**

19. Consideration and possible approval of performance pay for Mr. Heaton and Darlene McCauley for Fiscal Year 2025–2026.

Board Member Johnson stated that she supported the recommendation and believed it was important to recognize teachers who had gone above and beyond in their work. She asked whether the District could consider providing a bonus to teachers who exceeded expectations, noting that many teachers had likely worked well beyond the hours covered under the 301 Performance Pay Plan.

Mr. Heaton responded that the topic could be placed on a future Governing Board agenda for discussion and consideration.

Mr. Heaton also reported that he is currently developing a new three-year strategic plan for the District. He noted he previously provided the Governing Board with a copy of the current plan and reviewed the goals and accomplishments that have been achieved.

Board Member Johnson commented that the public should be made aware of the District's accomplishments and progress. She emphasized the importance of communicating successes to the community and stated that increased communication is beneficial.

Board Secretary Hogan asked whether the District's school letter grades had improved or declined. Mr. Heaton reported that the elementary school's letter grade had increased, while the high school's letter grade had decreased by one grade level. He further noted that student

reading performance has improved over the past two years and expressed confidence that the elementary school would continue to show significant improvement with the team in place for the upcoming school year.

Board Member Fagnan stated that Ms. McCauley had been a tremendous asset to the District during a critical time and described her as a "lifesaver" in that particular situation. He also commended Mr. Heaton for his leadership and stated that he has done an excellent job.

**Board Member Fagnan made a motion to approve the performance pay for Mr. Heaton and Darlene McCauley for Fiscal Year 2025–2026, 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: Absent**

20. Suggestions for Future Board Meetings.

Items for next board meeting:

- Approval of FY 2027 LUSD Annual Expenditure Budget & Public Hearing
- Approval of the Annual Advice of encumbrance form.
- Approval of the preschool fee.
- Approval of bank accounts and signers
- Approval of curriculum for the 2026/2027 school year
- Approval of the Qualified Evaluators for the 2026/2027 School Year.
- Approval of the sole source vendor list.
- Approval of Administrator Authorization Approval Forms to sign vouchers and pick up warrants from the County.
- Appointment of a student activities treasurer for the 2026/2027 school year.

Board Member Johnson requested that an item be placed on a future agenda to discuss providing stipends or additional compensation for teachers who assumed responsibilities associated with the food bank program.

Dr. Rob noted that the elementary school had made significant progress during the school year and successfully improved its school letter grade.

Board Member Fagnan asked how many employees would be eligible for such compensation and requested information regarding the potential cost to the District. Board President Cobb suggested holding a work session to discuss the matter in greater detail. Dr. Rob added that there may be alternative ways to recognize or incentivize staff members for their additional efforts.

Board Member Fagnan asked whether the topic could be discussed during a work session and then brought forward as an action item on a regular Governing Board meeting agenda. Mr.

Heaton said yes it could.

Board President Cobb also recommended revising the District's exit interview process to ensure that a Governing Board member is included in employee exit interviews. Board Member Fagnan stated that, based on his experience as a manager in the private sector, he rarely conducted sensitive personnel discussions without a witness present. He suggested allowing departing employees to select which Governing Board member they would prefer to participate in the exit interview process.

# INFORMATION ITEMS

21. News articles about the schools.

22. Upcoming Governing Board Conferences:

    a. 2026 Summer Leadership Institute – June 4-6, 2026 at Little America Hotel, Flagstaff, AZ.
    b. Webinar – I'm on the Ballot! Now What? – July 21, 2026 (5:00 p.m.-6:00 p.m.)
    c. 50th ASBA Law Conference – September 9-11, 2026 at JW Marriott Scottsdale Camelback Inn Resort & Spa.
    d. 2026 Delegate Assembly (8:00 a.m. – 1:00 p.m.) – September 9, 2026 at JW Marriott Scottsdale Camelback Inn Resort & Spa in Scottsdale, AZ.
    e. Webinar – I Won My Election! Now What? – November 17, 2026 (5:00 p.m.-6:00 p.m.)
    f. 2026 ASBA/ASA Annual Conference – December 16-18, 2026 at Westin Kierland Resort & Spa in Scottsdale, AZ.

23. School Calendar 2026/2027

24. Next Meeting – July 9, 2026.

# ADJOURNMENT

**Board Member Fagnan made a motion to adjourn the meeting, 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: Absent**

The meeting was adjourned at 5:57 p.m.

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Mark Cobb, Governing Board President

Troy Heaton, Superintendent

Respectfully Submitted by:

Sheree Goessman
Human Resources Director