

Regular Meeting
Thursday, September 18, 2025 5:00 PM
Mountain

Board Room
PO Box 207
San Carlos, AZ 85550

Dr. Leon Ben: Present
Aaron Miles: Present
David Reede: Absent
Katrina Talkalai: Present
Present: 3, Absent: 1.

I. OPENING

I.A. Call to Order

I.B. Roll Call

I.C. Pledge of Allegiance

I.D. Governing Board Comments**

II. BOARD ORGANIZATION MEETING

II.A. Election of Governing Board President

II.B. Election of Governing Board Vice President

III. OPENING (Continued)

III.A. Review, revision and ratification of Agenda

III.B. Executive Session - *The Governing Board may vote to go into Executive Session pursuant to A.R.S. 38-431.03 (A)(1) to discuss personnel issues, regarding an applicant of employee of the District, pursuant to A.R.S. 38-431.03 (A)(2) to discuss records exempt by law from public inspection, pursuant to A.R.S. 38-431.03 (A)(3) for consultation with the District Attorneys or pursuant to A.R.S. 38-431.03 (A)(4) to discuss pending or contemplated litigation with the District Attorney (s).*

III.B.1. Review of February 2025 Transition Plan details and discussion..

III.B.2. Advice from an attorney about the procedure for an employee grievance appeal.

III.C. San Carlos Unified School District Grievance appeal: Sam, S.

III.C.1. Consideration of request to hear grievance appeal: Sam, S.

III.C.2. Hearing and determination of grievance appeal: Sam, S.

IV. PUBLIC COMMENTS:

V. REPORTS

V.A. Superintendent's Report

V.A.1. Monthly update on the following events:

- District - Wide Orientation - A Great Start to the Year
- Open House Successes
- Promising Practices Recognitions
- Enrollment Update
- Staffing and Counseling Updates
- Administrative Collaboration and Professional Learning
- Board Policy Review and Work Session
- Transportation Team Shines
- August 20th All-Day Professional Development
- Dual Enrollment Expansion
- Cultural Recognition and Student Performances
- Looking Ahead

V.B. Chief Financial Officer's Report

V.B.1. Report on the following:

- Business Office
- Daily Expense Average
- Facilities / IT Department / Transportation / Warehouse / Food Service

VI. CONSENT AGENDA

VI.A. * Personnel Items: Discussion and possible approval on the following personnel Items:

VI.A.1. Approval of New Career Technical Student Organization(CTSO) Advisor Positions and Stipend Allocation for SY 2025-2026 at San Carlos High School.

VI.A.2. Request for Extra Duty Compensation for club sponsors/coordinators at San Carlos Middle School for SY 2025-2026: Amparo, E., Nob, K., Stevens, T., Thompson, T., Meade, D., Stevens, Q., Domine, N.

VI.A.3. Approval of Career Technical Student Organization (CTSO) Advisors for 2025-2026 SY at San Carlos High School: Villaruel, S., Roojam, G., Pietila, C., Leyva, A., Vanta, A., Salagunting, M., Klindt, K., Agus, Z., Franco, N.

VI.A.4. Request for Extra Duty Compensation for club sponsors/coordinators at Rice Elementary School for 2025-2026 SY and to be paid stipends as indicated: Goode, V., Kinney, B., Nickels, S., Banabana, M. Smitley, T., Monroid, C., Miles, S., Veniales, R., Das, R., Englis, T., Sukosky, I., McIntosh, E., Herbert, S.

VI.A.5. Requesting approval of the following San Carlos High School Game Management Workers for SY2025-2026: Antonio, Jr., J., Bush, Jr., C., Patten, W., Jones, J., Swift, R., Russell, B., Robertson, J., Patterson, C., Curtis, C., Natsyn, L., Hunter, V., Johnson, S., Cosay, T., Sehongva, C., Kaska, C., Wright, N., Massey, T., Stevens, M., Sehongva, N., Ward, M., Goseyun, J., Steele, Ki., Steele, Ka., Patten, W., Chavez, V.

VI.A.6. Requesting approval of staff resignation/retirement/termination notice(s) received by Human Resource Department: Long, C., White, C., Boni, S., Declay, J., Stevens, C., Benally, A., Harvey, K., Salter, W. Jr.

VI.A.7. Requesting approval to pay out vacation hours per policy GDQB: Benally, A., Dennison, D., Dr.

VI.A.8. Request approval of payroll correction of the following staff: Black, P.

VI.A.9. Approval of San Carlos High School Activity Sponsors and Coordinators for 2025 - 2026 SY: Salagunting, M., Ferreira, N., Roojam, G., Allen, N., Ciar, A., Uppal, A., Famador, K., Ciar, G., Franco, N., Owen, R.

VI.A.10. Requesting approval for the following staff members to receive a stipend of \$1,500.00 each for their roles as Apache Culture Advisers at Rice Elementary School for 2025-2026 SY: Shorten, J., Wright, N.

VI.A.11. Approval for extra duty positions and stipend payments for the following staff for 2025–2026 SY at San Carlos Middle School: Thompson, T., Clark, M.

VI.A.12. Requesting approval of staff resignations/termination notices(s) received by the Human Resource (HR) Department: Victor, S., Dumaog, M., Shaw, M., Duncan, C. Jr.

VI.B. Approval of the July 8, 2025, San Carlos Unified School District (SCUSD) Governing Board Meeting minutes.

VI.C. Requesting approval on the San Carlos Unified School District (SCUSD) Governing Board Zoom Meeting Minutes of August 21, 2025.

VI.D. Approval for September 12, 2025 San Carlos Unified School District's Governing Board Special Zoom meeting minutes.

VI.E. Approval on the ratification of the following expense vouchers: 2531, 2532, 2601, 2602, 2533, 2534, 2603, 2604

VI.F. Approval of ratification of the following payroll vouchers: 526, 527, 601, 602, 603, 604

VI.G. Requested disposal of the following broken and non-usable items:

- HP Laserjet, # 001359 - Capital Asset threshold
- HP Laserjet, # 001355 - Capitol Asset threshold
- Elmo TT-02s Document Camera, #001825 - Capitol Asset threshold
- Lenovo Thinkpad #004741 - Capitol Asset Threshold
- Lenovo Thinkpad L480 (2)
- 2 gray half desks @ Rice Elementary School
- 20 chairs @ Rice Elementary School
- Miscellaneous teachers rolling chairs @ San Carlos Middle School
- 1 Table @ Rice Elementary School
- 1 Carpet @ Rice Elementary School
- 1 Brown Book Shelf @ Rice Elementary School
- 1 Carpet @ Rice Elementary School
- 1 Black File Cabinet @ Rice Elementary School
- 1 Brown Shelf @ Rice Elementary School
- 11 old chairs @ District office (some are broken or stained)
- 1 Plastic Stand @ Rice Elementary School

- Lenovo Think Centre AIO - no longer in use
- 3 Battery Backups - no longer in use
- Husqvarna Mower - broken and no longer in use
- 15 Lenovo L480 Laptops, no longer in use

VI.H. Requesting authorization for disposal of old, used, and outdated athletic practice and game uniforms from San Carlos High School Athletic Department.

VI.I. Out of State Travel

VI.I.1. Requesting out of state travel for Chris Carlson to attend Arizona School Business Official's 2026 Spring Conference in Laughlin, NV on April 1 - 3, 2026.

VI.I.2. Approval for San Carlos Unified School District (SCUSD) Governing Board members and Administration to attend the National Indian Impacted School Association's (NIISA) Winter Conference in Las Vegas, NV on December 8–9, 2024: Talkalai, K., Reede, D., Miles, A., Sangster, K., Ben, L., Pietila, S., Hinton, E., Ferro, N.

VI.I.3. Approval for out-of-state travel for San Carlos High School Future Farmers of America (FBLA) Chapter (9 students and 2 adult chaperons) to attend the National FFA Convention in Indianapolis, Indiana from October 28 to November 1, 2025.

VI.J. Approval of six (6) of San Carlos High School's Career and Technical Student Organization (CTSO) Family, Career and Community Leaders of America (FBLA) overnight trip to Williams, Arizona on September 22–24, 2025.

VII. NEW BUSINESS

VII.A. Human Resource:

VII.A.1. Requesting approval of the following new hires: Upshaw, S, Bilgeria, F., Burke, K., Kitcheyan, B., Tso, T., Johnson, A., Thompson, A., Hopkins, Z., Chavez, V. Dumaog, M., Neptune, K., Patterson, S., Johnson, J., Phillips, C.

VII.A.2. Requesting for approval to hire Exceptional Student Services (ESS) Self-Contained Paraprofessionals for Rice Elementary School for 2025-2026 SY: Bear, H., Victor, S., Bordy, H.

VII.B. Curriculum and Instruction - Action and or discussion as indicated.

VII.B.1. Request for approval of Memorandum of Understanding with UEL Solutions LLC DBA Sqooasha for Rice Elementary School for SY 2025-2026.

VII.B.2. Request for board approval for Sqooash Free Tutoring program at Rice Intermediate and Primary Schools starting September 2025.

VII.B.3. Request for San Carlos Unified School District Governing Board approval of Rice Elementary School Student Handbook and PreSchool Handbook for SY 2025-2026.

VII.B.4. Approval of the following fundraising events for San Carlos Middle School for August 2025–May 2026:

- August: Clothing sale, concession
- September: Concession stands @ the SCMS volleyball games, clothing sale, popcorn sale
- October: Concession stand @ the SCMS volleyball & football games, Halloween dance, clothing sale, popcorn sale, dance
- November: Concession stand @ the SCMS Basketball games, clothing sale, popcorn sale
- December: Concession stand @ the SCMS basketball games, clothing sale, popcorn sale, candy cane sale
- January: Winter Formal, bake sale, clothing sale, popcorn sale
- February: Valentine's Candy Grams, Valentine's Day dance, clothing sale, popcorn sale
- March: Concession stand @ the SCMS baseball/softball games, clothing sale, popcorn sale
- April: Concession stand @ the SCMS baseball/softball games, clothing sale, popcorn sale.
- May: End of the Year, clothing sale, popcorn sale,

VII.B.5. Requesting approval of the Revised San Carlos Unified School District 2025–2026 SY Calendar as follows:

- No school on August 22, 2025, due to no electricity
- November 24 and 25, 2025 to be added for school to be in session

VII.B.6. Approval of San Carlos High School Student Handbook for 2025-2026 SY.

VII.B.7. Requesting approval for the Intergovernmental Agreement (IGA) with Gila Community College and San Carlos Unified School District for 2025-2026 SY.

VII.C. Business and Operations - Action:

VII.C.1. Adoption of FY26 Expenditure Budget Revision #1.

VII.C.2. Approval of FY26 July and August Monthly Budget reports for general ledger and student funds.

VII.C.3. Approval of the Cobre Valley Institute of Technology (CVIT) Budget for 2025-2026 SY

VII.D. Governing Board Action Items:

VII.D.1. Second Reading and possible approval of the following Arizona School Board Association (ASBA) Policy Advisories Services policies No. 809–908:

Volume 37, Number 1 - February 2025

- 809... Policy A - District Mission and Belief Statement
- 810... Policy AA - School District Legal Status
- **DELETED** Exhibit AA-E - School District Status
- 811... Policy ABA - Community Involvement in Education

- 812... Policy ABAA - Parental Involvement
- 813... Policy AC - Nondiscrimination / Equal Opportunity
- Regulation AC-R - Nondiscrimination / Equal Opportunity
- Exhibit AC - E -Nondiscrimination / Equal Opportunity
- 814... Policy ACA - Sexual Harassment
- Regulation ACA-R - Sexual Harassment
- Exhibit ACA-E - Sexual Harassment
- 815...Policy ACAA - Title IX Sex Discrimination
- Regulation ACAA-R - Title IX Sex Discrimination
- 816 **DELETED** Policy... AD - Education Philosophy/School District Mission
- 817 **DELETED** Policy... GBK - Staff Grievances
- 818... Policy JII - Student Concerns, Complaints, and Grievances

Volume 37, Number 2 - March 2025

- 819... Policy BA - School Board Operational Goals
- 820... Policy BAA - Evaluation of School Board/Board Self-Evaluation
- Exhibit BAA-E - Evaluation of School Board/Board Self-Evaluation
- 821... Policy BB - School Board Legal Status
- 822...Policy BBA - Board Powers and Responsibilities
- **NEW** Exhibit BBA-E - Board Powers and Responsibilities
- 823 **DELETED** Policy BBAA... Board Member Authority and Responsibilities
- 824... Policy BBBA - Board - Member Qualification
- 825 **DELETED**... Policy BBB- Board Member Oath of Office
- **DELETED** Exhibit BBB-E - Board Member Oath of Office
- 826 DELETED ... Policy BBBC - Board Member Resignation
- 827... Policy BBBD - Board Member Removal from Office
- 828 **DELETED** Policy...BBBE - Unexpired Term Fulfillment
- 829... Policy BCA - Board Member Ethics
- 830... Policy BCB -Board Member Conflict of Interest
- 831... Policy BDA - Board Organizational Meeting
- 832 **DELETED** Policy...BDB - Board Officers
- 833... Policy BDD - Superintendent Relationship
- 834... Policy BDE - Board Communities
- 835 **DELETED** Policy...BDF - Advisory Committees
- 836... Policy BDG - School Attorney
- 837... Policy BE - School Board Meetings
- **NEW** Exhibit BE-EA - School Board Meetings
- **NEW** Exhibit BE-EB - School Board Meetings
- **NEW** Exhibit Be-EC -School Board Meetings
- 838 **DELETED** Policy...BEC - Executive Sessions/Open Meetings
- **DELETED** Exhibit BEC-EA - Executive Sessions/Open Meetings
- **DELETED** Exhibit BEC-EB - Executive Sessions/Open Meetings
- **DELETED** Exhibit BEC-EC - Executive Sessions/Open Meetings

- **DELETED** Exhibit BEC-ED - Executive Session/Open Meetings
- 839... Policy BED - Meeting Procedures/ Bylaws
- **NEW** Regulation BED-R - Meeting Procedures
- **NEW** Exhibit BED-EA - Meeting Procedures
- **NEW** Exhibit BED-EB - Meeting Procedures
- 840... Policy BEDA - Notification of Board Meetings
- 841...Policy BEDB - Agenda
- **DELETED** Exhibit BEBD-E - Agenda
- 842...**DELETED** Policy BEDBA -Agenda Preparation and Dissemination
- 843...**DELETED** Policy BEDC - Quorum
- 844...**DELETED** Policy BEDD - Rules of Order
- 845...**DELETED** Policy BEDF - Voting Method
- 846 **DELETED** Policy BEDG - Minutes
- **DELETED** Regulation BEDG - R
- **DELETED** Exhibit BEDG-EA - Minutes
- **DELETED** Exhibit BEDG-EB - Minutes
- 847... Policy BEDH - Public Participation at Board Meetings
- Exhibit BEDH-E Public Participation at Board Meetings
- 848...**DELETED** Policy BEDI - News Media Services at Board Meetings
- 849... Policy BGB - Policy Adoption
- **NEW** Regulation BGB-R - Policy Adoption
- 850 **DELETED** Policy BGC - Policy Revision and Review
- **DELETED** Regulation BGC-R - Policy Revision and Review
- 851... Policy BGD - Board Review of Regulations
- 852... Policy BG-E - Policy Communication / Feedback
- Regulation BGE-R - Policy Communication / Feedback
- 853 **DELETED** Policy BGF - Suspension / Repeal of Policy
- 854... Policy BHC - Board Communications with Staff Members
- 855 **DELETED**... Policy BHD - Board Communication with the Public
- 856... Policy BIA - New Board Orientation / Handbook
- 857 **DELETED** ... Policy BIB - Board Member Orientation/Handbook
- **DELETED** Regulation BIB-R - Board Member Development Opportunities
- 858 Policy BIBA - Board Member Conferences, Conventions, and Workshops
- **NEW** Regulation BIBA-R Board Member Conferences, Conventions, and Workshops
- 859... Policy BIE - Board Member Insurance / Liability
- 860... Policy BJ - School Board Legislature Program
- 861... Policy BK - School Board Memberships
- 862 **DELETED**... Policy BKA - Liaison with School Boards Association

Volume 37, Number 3 - April 2025

- 863... Exhibit BAA-EB - Evaluation of School Board / Board Self-Evaluation *(Update on PA 826, March 2025)*

- 864... Policy IHA - Basic Instructional Program
- 865... Policy JLIF - Sex Offender Notification

Volume 37, Number 4 - April 2025

- 866... Policy CA - Administration Goals / Priority Objectives
- 867... Policy CB - Superintendent
- 868... Policy CBS - Qualifications and Duties of the Superintendent
- 869... Policy CBCA - Delegated Authority
- **NEW** Regulation CBCA-R - Delegated Authority
- 870... Policy CBI - Evaluation of Superintendent
- Exhibit CBI-EA - Evaluation of Superintendent
- **(Districts may choose either CBI-EA or CBE-EB)**
- Exhibit CBI-EB - Evaluation of Superintendent
- 871 **DELETED**... Policy CCB - Line and Staff Relations
- **DELETED** Regulations CCB-R - Line and Staff Relations
- 872... Policy CFD - School-Based Management
- Regulation CFD-R - School-Based Management
- **DELETED** CFD-E -School-Based Management
- **DELETED** Policy CFD - School-Based Management
- (Version for one [1] school district or < than 600 students)
- 873... Policy CHD - Administration in the Absence of Policy
- 874... Policy CK - Administrative Consultants
- 875... Policy CM - School District Annual Report

Volume 37, Number 5 - May 2025

- 876... Policy DA - Fiscal Management Goals/Priority Objectives
- 877... Policy DB - Annual Report
- **NEW** Regulation DB-R - Annual Report: Schedule, Preparation/Planning, Format, and Posting/Submission
- 878 **DELETED**... Policy DBC - Budget Planning, Preparation, and Schedules
- **DELETED** Regulation DBC-R - Budget Planning, Preparation, and schedules
- 879... Policy DBF - Budget Hearings and Reviews/Adoption Process
- 880 **DELETED**... Policy DBI - Budget Implementation
- 881... Policy DBJ - Budget Transfers
- 882... Policy DD - Funding Proposals, Grants, and Special Projects.
- Exhibit DD-E - Funding Proposals, Grants, and Special Projects
- 883 **DELETED** ... Policy DDA - Funding Sources Outside the School System
- 884...**DELETED** Policy DEC - Funding from Federal Tax Sources
- 885... Policy DFA - Revenues from Investments
- 886 **DELETED**... Policy DFB - Revenues from School-Owed Real Estate
- 887 **DELETED** Policy DFD - Gate Receipts and Admissions
- 888 **DELETED** Policy DFF - Income from School Sales and Services
- 889... Policy DG - Banking Services

- 890 DELETED... Policy DGA - Authorized Signatures
- 891... Policy DGD - Credit Cards
- 892... Policy DI - Fiscal Accounting and Reporting
- 893 DELETED Policy DIA - Accounting System
- 894... Policy DIB - Types of Funds/Revolving Funds
- 895... Policy DIC - Financial Reports and Statements
- 896 DELETED Policy DICA - Budget Forms
- 897... Policy DID - Inventories
- Regulation DID-R - Inventories
- 898... Policy DIE - Audits / Financial / Monitoring
- Regulation DIE-R - Audits / Financial / Monitoring
- 899... Policy DJ - Purchasing
- 900... Policy DJE - Bidding / Purchasing Procedures
- Regulation DJE-R - Bidding / Purchasing Procedures
- 901... Policy DJG - Venrod / Contractor Relations
- Regulation DJG-R - Vendor / Contractor Relations
- 902 DELETED Policy DJGA - Sales Calls and Demonstrations
- DELETED Regulation DJGA-R - Sales Calls and Demonstrations
- 903... Policy DK - Payment Procedures
- Exhibit DK-EA - Payment Procedures
- NEW Exhibit DK-EB - Payment and Payroll Procedures
- 904 DELETED Policy DKA... Payroll Procedures / Schedules
- DELETED Exhibit DKA-E - Payroll Procedures / Schedules
- 905... Policy DN - School Properties Disposition

Volume 37, Number 6 - May 2025

- 906... Policy IJNDB - Use of Technology Resources in Instruction
- Regulation IJNDB-R - Use of Technology Resources in Instruction
- 907... Policy JLF - Reporting Child Abuse / Child Protection
- 908... Policy JR - Student Records
- Regulation JR-R - Student Records

VII.D.2. Second reading and possible action of approval of the following polices sent by Arizona School Board Association (ASBA) Policy services:
Volume 37, Number 7 - July 2025

- 909... Policy EB – Environmental and Safety Program
- 910... Policy GCQF – Discipline, Suspension and Dismissal of Professional Staff Members
- 911... Policy IKF – Graduation Requirements
- 912... Policy JLC – Student Health Services and Requirements
- 913...Policy JLCD – Medicines / Administering Medicines to Students
- 914... Policy JLF – Reporting Child Abuse/Child Protection

VII.D.3. First Reading of Arizona School Board Association's (ASBA) Policy Advisory Services, August 2025, Volume 7, Number 8:

- Policy Advisory No. 915 - Policy GIDFA, Support Staff Qualifications & Requirements
- Policy Advisory No. 916 - Policy IKF, Graduation Requirements (*Additional language for Accommodation Schools Only*)

VIII. CORRESPONDENCE

VIII.A. Federal Programs Director, Career & Technical Education (CTE) Director, District Test Coordinator's August 2025 Board Report

VIII.B. Rice Elementary School Principal's Board Report

VIII.C. San Carlos Middle School Principal's Board Reports (August & September)

VIII.D. Exceptional Student Services Director's Board Reports (August & September)

VIII.E. San Carlos High School Principal's Report

IX. ANNOUNCEMENTS AND DATES OF NEXT MEETING:

IX.A.

- September 24, 2025, Arizona School Board Association ASBA Gila County Meeting, Globe, AZ
- October 13, 2025, Indigenous Day
- October 14, 2025, SCUSD Governing Board Meeting
- November 11, 2025, Veteran's Day
- November 11, 2025, SCUSD Governing Board Meeting
- December 22, 2025–January 2, 2026, Winter Break

X. ADJOURNMENT