

Regular Meeting
Tuesday, October 21, 2025 5:00 PM Mountain

Board Room
PO Box 207
San Carlos, AZ 85550

Dr. Leon Ben: Present
Aaron Miles: Present
Dimitri Nzeukou: Present
David Reede: Absent
Katrina Talkalai: Present

Present: 4, Absent: 1.

Dr. Leon Ben called in and Mr. Reede requested to be excused.

I. OPENING

I.A. Call to Order

I.B. Roll Call

I.C. Pledge of Allegiance

I.D. Governing Board Comments**

II. PUBLIC COMMENTS:

III. OPENING (Continued)

III.A. Review, revision and ratification of Agenda

IV. REPORTS

IV.A. Superintendent's Report

IV.A.1. Superintendent's October Board Report:

- Integrated Action Plan Follow-Up
- Arizona State University (ASU) Invest Grant Collaboration
- Arizona State University (ASU) Preparing Educators in American Indian Communities (PEAIC) Grant Awarded
- Leadership and Organizational Updates
- District Highlights
 - Enrollment and Attendance
 - Arizona School Board Association (ASBA) Gila County Annual Meeting
 - New Superintendents Collaborative
 - Homecoming Week
- Upcoming Dates and Events
 - Friday, October 10, 2025, Policy Review and Study Session for Board Members and Administration
 - Wednesday, October 22, 11:30 am - 1:00 p.m.; Building Bridges to Student Success

- Calendar and Instrucional Updates

IV.B. Chief Financial Officer's Report

IV.B.1. CFO Report for September 2025:

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

V. CONSENT AGENDA

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

V.A.1. Requesting approval to pay out vacation hours per policy for the following staff:
Benally, A., Sr.

V.B. Recommendation to approve the disposal of District assets as being broken or damaged:

- 1 Tenant 1280 Extractor, tag # 10623
- RFID Card Reader, tag #11787

V.C. Requesting approval for the disposal and auction of the following capital asset items:

- 2010 Ford Fusion, License Plate G264FP
- 2010 Ford Fusion, License Plate G265FP
- 2010 Ford Fusion, License Plate G266FP
- 2010 Ford Fusion, License Plate G267FP

V.D. Ratification of the following payroll vouchers: 605, 606

- Voucher 605, PP05, Pay date: 09/05/2025, \$833,164.44
- Voucher 606, PP06, Pay date: 09/19/2025, \$855,286.93

V.E. Requesting the ratification of the following Expense Vouchers (7) for September 2025: 2605, 2606, 2607, 2608, 2609, 2610, 2611

- Voucher 2605, 09/03/2025, \$ 1,006,496.74
- Voucher 2606, 09/03/2025, \$ 2,540.00
- Voucher 2607, 09/11/2025, \$ 7,488.02
- Voucher 2608, 06/16/2025, \$ 295,762.66
- Voucher 2609, 09/17/2025, \$ 5,150.00
- Voucher 2610, 09/30/2025, \$ 292,735.76
- Voucher 2611, 09/30/2025, \$ 2,720.00

V.F. Requesting approval to approve the San Carlos Unified School District Governing Board Meeting Minutes of September 18, 2025, and the Special Governing Board Meeting Minutes of October 10, 2025.

V.G. Requesting approval for the San Carlos High School Career and Technical Student Organization (CTSO) overnight field trip for Skills USA student leaders on November 3–5, 2025 in Williams, AZ.

V.H. Acceptance of donation from McDonald Law Firm in the amount of \$1,000.00 in memory of Emily Pike to San Carlos Middle School for Art Supplies.

VI. NEW BUSINESS

VI.A. Curriculum and Instruction - Action and or discussion as indicated.

VI.A.1. Requesting approval for the following San Carlos Unified School District Calendar date changes for 2025-2026 SY:

- December 10, 2025 — early release for students, staff Professional Development Day
- March 25, 2026 — early release for students, staff Professional Development Day

VI.A.2. Requesting approval to hire the following per recommendations (* and an alternate) received by the San Carlos U.S.D. Human Resource Department:

- Scott Dean, HS Teacher, salary \$75,600.00 (M&O), Contract 193 Teacher (Prorated)
- Valentina Hill, Instructional Aide, \$17.99 Hourly (Impact Aid), At-Will/10 months
- Garr Early, Instructional Aide, \$15.99 Hourly, (Impact Aid), At-Will/10 months
- JT Englis, Instructional Aide, \$18.00 Hourly (Impact Aid), At-Will/10 months
- Christina McIntosh, Instructional Aide, \$15.99 Hourly (Impact Aid), At-Will/10 months
- Jalen Patten, Instructional Aide, \$16.96 Hourly (Impact Aid), At-Will/10 months
- Samuel Goode, Security Guard, \$17.47 Hourly (Impact Aid), At-Will/12 months
- Merle Johnson *, Security Guard, \$16.96 Hourly (Impact Aid), At-Will/12 months
- Amelia Steele, Food Service Handler, \$16.96 Hourly (Food Service), At-Will/10 months
- Paul Quiyo, Food Service Handler, \$16.96 Hourly (Food Service), At-Will/10 months

VI.A.3. Approval to hire the following for additional duty for San Carlos Middle School for 2025-2026 SY:

- Kristin Duncan, Assistant Middle School Girls Basketball Coach, \$1,500.00

VI.A.4. Approval of San Carlos Middle School Athletic Handbook for SY 2025-2026.

VI.A.5. Presentation by First Things First (FTF) on the Role in the Community and Child Care Crisis.

VI.A.6. Approval of SY25-26 San Carlos Unified School District (SCUSD) Organizational Chart.

VI.B. Business and Operations - Action:

VI.B.1. Approval of FY25 Annual Financial Report.

VI.B.2. Approval FY26 September monthly budget reports for general ledger and student funds.

VI.B.3. Approval to pay prior year invoices to Global Market Innovators, Inc.:

- Invoice # 42119, March 21, 2025, \$378.76
- Invoice # 30545, November 11, 2024, \$ 1,249.92
- Invoice # 40736, December 16, 2024, \$909.04

VI.C. GOVERNING BOARD ACTION ITEMS:

VI.C.1. Requesting a date selection for the November 2025 and December 2025 San Carlos Unified School District Governing Board Meetings since the regular monthly scheduled dates fall on a national holiday and an out-of-state conference:

- November 11, 2025 - Veteran's Day
- December 9, 2025 - National Indian Impacted Schools Association's Winter Conference in Las Vegas, NV

VI.C.2. Second Reading and approval of the following Arizona School Board Association's (ASBA) Policy Services Advisory, August 2025, Volume 37, Number 8:

- Policy Advisory # 915... Policy GIDFA - Support Staff Qualifications & Requirements
- Policy Advisory #916... Policy IKF - Graduation Requirements (*Additional language for Accommodation Schools Only*)

VI.C.3. Second Reading and approval of the following Arizona School Board Association (ASBA) Policy Services Advisory policies in Volume 37, Number 9, September 2025:

- PA 917 ... Policy EA — Support Services Goals/Priority Objectives
- PA 918 ... Policy EB-R - Environmental and Safety Program
- PA 919 ... **DELETED** Policy EBAA - Reporting Hazards/Warning Systems
- **DELETED** Regulation EBAA-R - Reporting Hazards/Warning Systems
- PA 920 ... **NEW** Policy EBAB - Hazardous Materials
- **NEW** Regulation EBAB-R - Hazardous Materials
- PA 921 ... Policy EBBB - Accident Reports
- Regulation EBBB-R - Accident Reports
- PA 922 ... Policy EBC - Emergencies
- **NEW** Regulation EBC-R - Emergencies, Response Plans and School Closings
- PA 923 ... **DELETED** Policy EBCD — Weather - Related and Emergency Closings
- **DELETED** Regulation EBCD-R - Weather - Related and Emergency Closings
- PA 924 ... Policy ECA - Security
- Regulation ECA-R - Security
- PA 925 ... Policy ECAC -Vandalism

- Regulation ECAC - R_ Vandalism
- PA 926 ... Policy ECB — Building and Grounds Maintenance
- PA 927 ... **DELETED** Policy ED - Materials and Equipment Management
- PA 928 ... Policy EDB — Maintenance and Control of Materials and Equipment
- Regulation EDB-R - Maintenance and Control of Materials and Equipment
- PA 929 ... **DELETED** Policy EDDBA — Maintenance and Control of Instructional Materials
- PA 930 ... Policy EDC - Authorized Use of School - Owned Materials and Equipment
- PA 931 ... Policy EE - Transportation Services
- PS 932 ... **NEW** Policy EEA — Student Transportation
- **NEW** Regulation EEA - R - Student Transportation
- PA 933 ... **DELETED** Policy EEAA — Walkers and Riders
- PA 934 ... Policy EEAE - Bus Safety Program
- Regulation EEAE-R - Bus Safety Program
- Exhibit EEAE - EA - Bus Safety Program
- Exhibit EEAE-EB - Bus Safety Program
- PA 935 ... Policy EEAEA — Bus Driver Requirements, Training and Responsibilities
- **NEW** Regulation EEAEA-R - Bus Driver Requirements, Training and Responsibilities
- PA 936 ... **DELETED** Policy EEAEAA — Drug and Alcohol Testing of Transportation Employees
- **DELETED** Regulation EEAEAA-R - Drug and Alcohol Testing of Transportation Employees
- **DELETED** Exhibit EEAEAA-E - Drug and Alcohol Testing of Transportation Employees
- PA 937 ... Policy EEAEAB — Bus Purchasing and Maintenance
- PA 938 ... **DELETED** Policy EEAEAC — Student Conduct on School Buses
- PA 939 ... **DELETED** Policy EEAEAF — Special Use of Buses
- PA 940... **DELETED** Policy EEAG - Student Transportation in Private Vehicles
- **DELETED** Regulation EEAG-R ... Student Transportation in Private Vehicles
- **DELETED** Regulation EEAG-R - Student Transportation in Private Vehicles
- PA 941 ... Policy EEB — Business and Personnel Transportation Services
- PA 942 ... **DELETED** Policy EEEDB — Business Transportation Records and Reports
- PA 943 ... Policy EF - Food Services
- Regulation EF-RA - Food Services
- **NEW** Regulation EF - RB - Food Services
- PA 944 ... **DELETED** Policy EFC - Free and Reduced - Price Food Services
- **DELETED** Regulation EFC - R - Free and Reduced - Price Food Services
- PA 945 ... **NEW** Policy EFD — Pricing of and Payment for Food Services
- PA 946 ... **DELETED** Policy EFDA - Collection of Money/Food Tickets
- PA 947 ... **DELETED** Policy EFE - Competitive Food Sales / Vending Machines

- PA 948 ... **DELETED** Policy EG - Office Services
- PA 949 ... Policy EGAD - Copyright Compliance
- PA 950 ... Policy EGAE - Mail and Delivery Services
- PA 951 ... Policy EGAEA - Electronic Mail
- **NEW** Regulation EGAEA-R - Electronic Mail
- PA 952 ... Policy EGD — Use of Technology in Office Services
- PA 953 ... Policy EHB — Data / Records Retention
- Regulation EHB - R - Data / Records Retention
- PA 954 ... Policy FA — Facilities Development Goals / Priority Objectives
- PA 955 ... Policy FCB — Retirement of Facilities
- PA 956 ... Policy FEA — Educational Specifications for Construction
- PA 957 ... Policy FF - Naming Facilities
- PA 958 ... Policy GBEB - Staff Conduct

VI.C.4. Second Reading and approval of Arizona School Board Association (ASBA) Policy Services Advisory Volume 34, Number 10, October 2025:

- PA 959, DJE - Bidding / Purchasing / Procedures

VI.C.5. Second Reading and Possible Adoption/Approval of the following San Carlos Unified School District (SCUSD) Policies:

- Policy K-3100: Clear Bag Policy for Athletic Events
- Policy K-3200: Cell Phone and Technology Restriction Policy

VI.C.6. Consideration and Direction on Arizona School Board Association (ASBA) Bylaw Change Proposal.

VI.D. 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).*

VI.D.1. Consent / Personnel

VI.D.2. New Business

VI.D.3. Board Action Items

VII. CORRESPONDENCE

VII.A. Rice Elementary School Principal's Report

VII.B. Exceptional Student Services Director's Report

VII.C. San Carlos High School Board Report

VII.D. San Carlos Middle School Principal's Board Report

VIII. ANNOUNCEMENTS AND DATES OF NEXT MEETING:

- October 22, 2025. SCUSD Health Fair
- November 11, 2025, Veteran's Day
- November 11, 2025, SCUSD Governing Board Meeting
- December 22, 2025–January 2, 2026, Winter Break

IX. ADJOURNMENT