

Regular Meeting  
Tuesday, July 21, 2026 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: Present  
Katrina Talkalai: Present  
Present: 5.

## **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. San Carlos Unified School District Maintenance and Facility Director's Report

IV.A.2. Rice Primary School Principal's Report

IV.A.3. San Carlos High School Athletic Report

## **V. CONSENT AGENDA**

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

V.A.1. Requesting approval of staff resignation, retirement and termination notice (s) received for the month of July 2026: Bilgera, F., Manhsl, L., Stanley, T., Hinton, G. (to return under E.S.I Retirement)

V.A.2. Approve the hiring of the following as Associate Principal at San Carlos High School for 2026 -2027 SY: Joseph, A.

V.A.3. Requesting the approval of the following hire for San Carlos Middle School for the Reading Intervention position (6th Grade): Camacho, M.

V.A.4. Requesting approval of the following athletic hires for San Carlos Middle School for 2026-2027 SY: Haozous, A., Chee, J., Kenton, K., Stevens, Q., Cota, C., Meade, L.,

Amparo, E., Nob, K., Stevens, T., Williams, J., Newman, M., Reede, C., Patterson, R., Wright, N., Patten, W., Boni, N., Hooke, J., Victor, J., Chavez, V.

V.A.5. Requesting approval of the following Team Leader Positions for SY 26-27 at Rice Elementary School Primary Campus: Goseyun, M., Canette, J., Sam, S.

V.A.6. Recommendation for ratification on summer school employment for Rice Elementary School Primary Building on the following staff: Walker, V., Walker, J., Goode, V., Dude, A., Fujishin, W., McGaughey, C., McIntosh, E.

V.A.7. Requesting board approval to have the following new teachers for new staff orientation on July 15–16, 2026 and compensated at \$35.00 per hour: Remon, E., Diamsay, M., Klindt, A., Moses, N., Paguta, L., Cromwell, A., Pahe, S. Sr.

V.A.8. Requesting approval to hire the following for San Carlos Unified School District Maintenance groundskeeper for FY26-27: Howard, R., Jr.

V.A.9. Approval of hiring the following individual for San Carlos Unified School District Parent Educators for SY 2026-2027: Kitcheyan, R., Newton, S.

V.A.10. Approval of Human Resource Oversight stipend: Carlson, C.

V.A.11. Requesting approval to hire the following Paraprofessionals for SY26-27: Selmann, R., Moses, K., Hopkins, L., Curtis, R.

V.A.12. Requesting approval for a pay increase for transfer position from Paraprofessional to Registrar at Rice Intermediate School Registrar for SY26-27: Bordy, T.

V.A.13. Recommended for hire for the certified bus driver position for the 2026-2027 SY: Kenton, S.

V.A.14. Requesting approval to hire for the Accounts Payable Position for 20–27 FY: Benally, J.

V.B. Approval of June 23, 2026 San Carlos Unified School District Governing Board Meeting Minutes.

V.C. Requesting approval of the July 15, 2026 San Carlos Unified School District's Governing Board Special Zoom Meeting Minutes.

V.D. Acceptance of donation from Constantine United Methodist Church of cooking supplies for the after-school Cultural Cooking Class at San Carlos Middle School.

V.E. Requesting board approval to accept a donation in the amount of \$1,000.00 from the University of Idaho to support Rice Intermediate School students.

V.F. Requesting approval for out-of-state travel for the following staff member to attend the NASA Science Activation network on August 12–14, 2026 in Boise, Idaho at no cost to the school district: Clark, M.

V.G. Payroll ratification on PP26.

V.H. Expense Voucher ratifications: 2635, 2636

V.I. Second Reading and possible approval of the following Arizona School Board Association's Policy .....

Volume 38, Number 2 April 2026

Policy Advisory No. 961.....DELETED Policy GA — Personal Goals / Priority Objectives

Policy Advisory No. 962..... Policy GB — General Personnel Policies Policy Advisory No. 963..... Policy GBA — Equal Employment Opportunity Regulation GBA-R — Equal Employment Opportunity Exhibit GBA-E — Equal Employment Opportunity

Policy Advisory No. 964..... Policy GBAC — Indian Preference in Employment

Policy Advisory No. 965..... DELETED Policy GBB — Staff Involvement in Decision Making

Policy Advisory No. 966.....Policy GBEA — Staff Ethics NEW Regulation GBEA-R Ethics and Code of Conduct NEW Exhibit GBEA-E Ethics and Code of Conduct

Policy Advisory No. 967.....Policy GBEEA — Staff Conflict of Interest Exhibit GBEEA-E — Staff Conflict of Interest

Policy Advisory No. 968.....DELETED Policy GBEB — Staff Conduct DELETED Regulation GBEB-R — Staff Conduct DELETED Exhibit GBEB-E — Staff Conduct

Policy Advisory No. 969.....Policy GBEBB — Staff Conduct with Students

Policy Advisory No. 970.....Policy GBEEC — Gifts to and Solicitations by Staff Members

Policy Advisory No. 971.....Policy GBEC — Drug - Free Workplace NEW Regulation GBEC-R — Drug - Free Workplace Exhibit GBEC-EA — Drug - Free Workplace DELETED Exhibit GBEC-EB — Drug - Free Workplace

Policy Advisory No. 972 ..... DELETED Policy GBEECA — Nonmedical Use or Abuse of Drugs or Alcohol

Policy Advisory No. 973 DELETED Policy GBEECB — Alcohol Use by Staff Members

Policy Advisory No. 974..... Policy GBED — Smoking by Staff Members

Policy Advisory No. 975.....Policy GBEEF — Staff Use of Digital Communications and Electronic Devices

Policy Advisory No. 976...DELETED Policy GBEEFA — Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle

Policy Advisory No. 977.....NEW Policy GBGA — Health NEW Regulation GBGA-RA — Health NEW Regulation GBGA-RB — Health NEW Exhibit GBGA-EA — Health NEW Exhibit GBGA-EB — Health

Policy Advisory No. 978..... DELETED Policy GBGB — Staff Personal Security and Safety DELETED Regulation GBGB-R — Staff Personal Security and Safety

Policy Advisory No. 979..... DELETED Policy GBGC — Employee Assistance DELETED Exhibit GBGC-E — Employee Assistance

Policy Advisory No. 980..... DELETED Policy GBGCA — Wellness Programs  
 DELETED Regulation GBGCA-R — Wellness Programs  
 Policy Advisory No. 981..... DELETED Policy GBGCB — Staff Health and Safety  
 DELETED Exhibit GBGCB-E — Staff Health and Safety  
 Policy Advisory No. 982..... Policy GBGD — Workers’ Compensation  
 Regulation GBGD-R — Workers’ Compensation Exhibit GBGD-E — Workers’  
 Compensation  
 Policy Advisory No. 983.....Policy GBI — Staff Participation in  
 Political Activities  
 Policy Advisory No. 984.....Policy GBJ — Personnel Records and Files  
 NEW Regulation GBJ-R —Personnel Records and Files  
 DELETED Exhibit GBJ-E — Personnel Records and Files  
 Policy Advisory No. 985 Policy GBK — Staff Grievances  
 Regulation GBK-R — Staff Grievances  
 Exhibit GBK-EA — Staff Grievances  
 Exhibit GBK-EB — Staff Grievances  
 Exhibit GBK-EC — Staff Grievances  
 Exhibit GBK-ED — Staff Grievances  
 Exhibit GBK-EE — Staff Grievances  
 Policy Advisory No. 986..... Policy GBP — Prohibited Personnel Practices  
 Policy Advisory No. 987..... DELETED Policy GCA — Professional Staff Positions  
 Policy Advisory No. 988..... Policy GCB — Professional Staff Contracts and  
 Compensation  
 Policy Advisory No. 989.....Policy GCBA — Professional Staff Salary  
 Schedules  
 Policy Advisory No. 990..... DELETED Policy GCBC — Professional Staff  
 Supplementary Pay Plans  
 Policy Advisory No. 991.....DELETED Policy GCBD — Professional Staff Fringe  
 Benefits  
 Policy Advisory No. 992..... DELETED Policy GCC — Professional / Support Staff Leaves  
 and Absences  
 Policy Advisory No. 993.....Policy GCCA — Professional / Support Staff Sick  
 Leave  
 NEW Regulation GCCA-RA Types of Leaves  
 NEW Regulation GCCA-RB Types of Leaves  
 NEW Regulation GCCA-RC Types of Leaves  
 NEW Exhibit GCCA-E Types of Leaves  
 Policy Advisory No. 994.....DELETED Policy GCCB — Professional / Support Staff  
 Personal / Emergency / Religious Leave  
 Policy Advisory No. 995.....DELETED Policy GCCC — Professional / Support Staff Leaves  
 of Absence without Pay  
 DELETED Exhibit GCCC-EA — Professional / Support Staff Leaves of Absence without Pay  
 DELETED Exhibit GCCC-EB — Professional / Support Staff Leaves of Absence without Pay  
 DELETED Exhibit GCCC-EC — Professional / Support Staff Leaves of Absence without Pay  
 DELETED Exhibit GCCC-ED — Professional / Support Staff Leaves of Absence without Pay  
 DELETED Exhibit GCCC-EE — Professional / Support Staff Leaves of Absence without Pay

Policy Advisory No. 996.....DELETED Policy GCCC — Professional / Support Staff Leaves of Absence without Pay (Fewer than 50 Employees)

Policy Advisory No. 997.....DELETED Policy GCCD — Professional / Support Staff Military / Legal Leave

DELETED Exhibit GCCD-E — Professional / Support Staff Military / Legal Leave Policy

Advisory No. 998.....DELETED Policy GCCE — Professional / Support Staff Conferences / Visitations / Workshops

Policy Advisory No. 999..... DELETED Policy GCCF — Sabbatical Leave

Policy Advisory No. 1000... DELETED Policy GCCG — Professional Staff Voluntary Transfer of Accrued Sick Leave

DELETED Regulation GCCG-RA — Professional Staff Voluntary Transfer of Accrued Sick Leave

DELETED Regulation GCCG-RB — Professional Staff Voluntary Transfer of Accrued Sick Leave

Policy Advisory No. 1001.... DELETED Policy GCCH — Professional / Support Staff Bereavement Leave

Policy Advisory No. 1002..... DELETED Policy GCD — Professional Staff Vacations and Holidays

Policy Advisory No. 1003..... Policy GCF — Professional Staff Hiring

Regulation GCF-R — Professional Staff Hiring Exhibit GCF-EA — Professional Staff Hiring Exhibit GCF-EB — Professional Staff Hiring Exhibit GCF-EC — Professional Staff Hiring Exhibit GCF-ED — Professional Staff Hiring

NEW Exhibit GCF-EE – Hiring

NEW Exhibit GCF-EF — Hiring

Policy Advisory No. 1004..... Policy GCFC — Professional Staff Certification and Credentialing Requirements

Exhibit GCFC-E — Professional Staff Certification and Credentialing Requirements

Policy Advisory No. 1005.....DELETED Policy GCFE — Professional / Support Staff Hiring – Oath of Office

DELETED Exhibit GCFE-E — Professional / Support Staff Hiring – Oath of Office Policy

Advisory No. 1006..... Policy GCG — Time and Substitute Professional Staff Employment

Policy Advisory No. 1007... DELETED Policy GCGB — Arrangements for Substitute Staff Members

DELETED Regulation GCGB-R — Arrangements for Substitute Staff Members Policy

Advisory No. 1008..... Policy GCH — Professional / Support Staff Orientation and Training

Policy Advisory No. 1009..DELETED Policy GCI — Professional Staff Development

Policy Advisory No. 1010 ..DELETED Policy GCJ — Professional Staff Probationary and Continuing Status

Policy Advisory No. 1011..... Policy GCK — Professional Staff Assignments and Transfers

Policy Advisory No. 1012..... DELETED Policy GCL — Professional Staff Schedules and Calendars

Policy Advisory No. 1013.... DELETED Policy GCMC — Professional Staff Meetings

Policy Advisory No. 1014..... Policy GCMF — Professional Staff Duties and

## Responsibilities

NEW Regulation GCMF-RA – Duties and Responsibilities

NEW Regulation GCMF-RB – Duties and Responsibilities

Policy Advisory No. 1015..... Policy GCO — Evaluation of Professional Staff Members

Regulation GCO-RA — Evaluation of Professional Staff Members

DELETED Regulation GCO-RB — Evaluation of Professional Staff Members NEW Exhibit GCO-E – Evaluations and Contracts

Policy Advisory No. 1016... DELETED Policy GCP — Professional Staff Promotions

Policy Advisory No. 1017..... Policy GCQA — Professional Staff Reduction in Force

Policy Advisory No. 1018..... Policy GCQC — Resignation of Professional Staff Members

Policy Advisory No. 1019.... DELETED Policy GCQE — Retirement of Professional / Support Staff Members

Policy Advisory No. 1020..... Policy GCQF — Discipline, Suspension, and Dismissal of Professional Staff Members

NEW Regulation GCQF-RA – Discipline, Suspension, and Dismissal

NEW Regulation GCQF-RB – Discipline, Suspension, and Dismissal

Policy Advisory No. 1021..... Policy GCR — Nonschool Employment by Professional Staff Members

Policy Advisory No. 1022.....Policy GCRD — Tutoring for Pay

Policy Advisory No. 1023..... Policy GCS — Professional Research and Publishing

Policy Advisory No. 1024..... DELETED Policy GDA — Support Staff Positions

Policy Advisory No. 1025..... DELETED Policy GDB — Support Staff Contracts and Compensation

Policy Advisory No. 1026.....DELETED Policy GDBA — Support Staff Salary

Policy Advisory No. 1027. DELETED Policy GDBC — Support Staff Supplementary Pay / Overtime

Policy Advisory No. 1028.DELETED Policy GDBD — Support Staff Fringe Benefits

Policy Advisory No. 1029 ..... DELETED Policy GDCG — Support Staff Voluntary Transfer of Accrued Sick Leave

DELETED Regulation GDCG-R — Support Staff Voluntary Transfer of Accrued Sick Leave

Policy Advisory No. 1030.....DELETED Policy GDD — Support Staff Vacations and Holidays

Policy Advisory No. 1031.....DELETED Policy GDF — Support Staff Hiring

DELETED Regulation GDF-R — Support Staff Hiring

DELETED Exhibit GDF-EA — Support Staff Hiring

DELETED Exhibit GDF-EB — Support Staff Hiring DELETED Exhibit GDF-EC — Support Staff Hiring

DELETED Exhibit GDF-ED — Support Staff Hiring

DELETED Exhibit GDF-EE — Support Staff Hiring

Policy Advisory No. 1032....DELETED Policy GDFA — Support Staff Qualifications and Requirements.

DELETED Exhibit GDFA-E — Support Staff Qualifications and Requirements Policy

Advisory No. 1033.....DELETED Policy GDG — Part-Time and Substitute Support Staff Employment  
 Policy Advisory No. 1034.....DELETED Policy GDJ — Support Staff Assignments and Transfers  
 Policy Advisory No. 1035.....DELETED Policy GDK — Support Staff Schedules and Calendars  
 Policy Advisory No. 1036.....DELETED Policy GDL — Support Staff Workload  
 DELETED Regulation GDL-R — Support Staff Workload  
 Policy Advisory No. 1037.....DELETED Policy GDLB — Support Staff Meetings  
 Policy Advisory No. 1038..... DELETED Policy GDN — Supervision of Support Staff Members  
 Policy Advisory No. 1039.....DELETED Policy GDO — Evaluation of Support Staff Members  
 DELETED Exhibit GDO-EA — Evaluation of Support Staff Members  
 DELETED Exhibit GDO-EB — Evaluation of Support Staff Members  
 Policy Advisory No. 1040.....DELETED Policy GDP — Support Staff Promotions and Reclassification  
 Policy Advisory No. 1041.....DELETED Policy GDQA — Support Staff Reduction In Force  
 Policy Advisory No. 1042.....DELETED Policy GDQB — Resignation of Support Staff Members  
 Policy Advisory No. 1043.... DELETED Policy GDQD — Discipline, Suspension, and Dismissal of Support Staff Members  
 Policy Advisory No. 1044.....DELETED Policy GDR — Nonschool Employment by Support Staff Members  
 Policy Advisory No. 1045 ..... Policy ECAC — Vandalism and Reporting Suspected Crimes  
 Regulation ECAC-R - Vandalism and Reporting Suspected Crimes  
 Policy Advisory No. 1046 .....Policy IHAL - Teaching About Religion

## VI. NEW BUSINESS

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

VI.A.1. Requesting approval of the San Carlos High School Student Handbook & San Carlos Alternative School Handbook for 2026-2027 SY.

VI.A.2. Requesting approval of the Rice Elementary School Primary Campus Student Handbook for 2026 - 2027 SY,

VI.A.3. Requesting approval of the Rice Intermediate School Student Handbook SY 2026-2067.

### VI.B. Business and Operations - Action:

VI.B.1. Approval of the June monthly Budget Reports for general ledger and student funds.

VI.B.2. Approval to issue San Carlos Unified School District Credit Card to Melvalena Kitcheyan.

VI.B.3. San Carlos Unified School District Facility Usage Policy Review/Discussion

#### **VI.C. PERSONNEL ITEMS:**

VI.C.1. Approval of the 2026 - 2027 SY San Carlos Unified School District Employee Handbook.

**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 or 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. Personnel

VI.D.2. New Business

VI.D.2.a. San Carlos Apache Health Care Corporation

VI.D.3. Discussion regarding the appointment of legal counsel to represent the San Carlos Unified School District Governing Board and the school district for the 2026–2027 SY.

VI.D.4. Board Governance

VI.D.5. Superintendent's Evaluation Review

#### **VII. BOARD ACTION ITEMS:**

VII.A. Presentation and approval of San Carlos Apache Healthcare contract for the 2026-2027 SY.

VII.B. Discussion and action regarding the appointment of legal counsel to represent the San Carlos Unified School District Governing Board and the school district for the 2026–2027 SY.

#### **VIII. CORRESPONDENCE**

VIII.A. San Carlos High School Principal/CTE Director's Report

VIII.B. Curriculum Director's Board Report — Dr. Jennifer Madrid

VIII.C. Rice Primary Elementary School Principal's Report

VIII.D. San Carlos Middle School Principal's Report

VIII.E. Rice Intermediate School Principal's Board Report

VIII.F. Exceptional Student Services Report

#### **IX. ANNOUNCEMENTS AND DATES OF NEXT MEETING:**

- July 20–24, 2026 - SCUSD Teacher/Staff Inservice
- July 27, 2026 - First Day of School
- August 11, 2026 - Monthly School Board Meeting
- September 7, 2026 - Labor Day Holiday
- September 8, 2026 - SCUSD Monthly School Board Meeting
- September 9, 2026 - ASBA Delegate Assembly, Phoenix, AZ



- September 9-10, 2026 - ASBA Law Conference, Phoenix, AZ
- September 20–23, 2026 - NAFIS Fall Conference, Washington, DC

## **X. ADJOURNMENT**