

DOUGLAS UNIFIED SCHOOL DISTRICT #27
DOUGLAS, ARIZONA

Board Room
Central Administration Building

5:00 P.M.
November 5, 2025

Regular Board Meeting & Executive Session (Rescheduled)
Minutes of the Board

I. PRELIMINARY MATTERS:

CALL TO ORDER: Mr. Ray Borane, President

PRESENT: Mr. Kevin Smith, Member
Mrs. Jana Selchow, Member
Mr. Mitch Lindemann, Member
Mr. Mario Ramos, Member

Others Present: Ana C. Samaniego, Superintendent
Denise Cox, Assistant Superintendent
Cesar Soto, Chief Financial & Operations Officer
Zarib Rodriguez, Ex-Officio Student Member
Alma Valenzuela, Executive Secretary

A moment of silence was held in honor of Dr. Michael Gomez, who was a former Governing Board Member and President, and an outstanding leader in the community.

Board Meeting Minutes not previously approved:

Mr. Lindemann motioned to approve the following minutes. Mr. Smith seconded the motion. Motion carried 5/0. ¹

1. March 26, 2025 – Special

Summary of Current Events:

Superintendent

Mrs. Samaniego addressed the Board and informed them about the following:

- The DHS Fall Sports season is well underway with practices and games to start soon.
- Tonight, Clawson is having their family night.
- Thank you to all of the families that contributed and participated in the Trunk and Treat events at the schools.
- The Arizona Letter Grades were officially posted. The district as a whole is a B. Extremely proud of Sarah Marley, who brought their D up to a B. Congratulations!!
 - B Schools: Faras, Sarah Marley, Douglas High School, Stevenson, and PHMS.
 - C Schools: Clawson, Joe Carlson and RBMS.

¹A unanimous (5/0) vote will show the members voting in this manner throughout the minutes:

Name	Aye	Nay
Mr. Kevin Smith	√	
Mrs. Jana Selchow	√	
Mr. Mitch Lindemann	√	
Mr. Mario Ramos	√	
Mr. Ray Borane	√	

Superintendent's GEM Award

Mrs. Samaniego advised that Mr. Joey Rodriguez is the Superintendent's *GEM* Award recipient for October. Mr. Rodriguez is the Campus Security Officer at Sarah Marley. CONGRATULATIONS Mr. Rodriguez!

Governing Board Members

Mr. Borane commented that several districts have passed bonds and overrides, which is a positive note.

Reports:**Ex-Officio Student Member – Zarib Rodriguez**

Mr. Rodriguez provided the DUSD Schools Activity Report for the month of November.

Year to Date Budget Balance & Travel Reports – Cesar Soto

Mr. Soto commented that the Board was provided with the October reports. Will be approving to fill some vacancies. Also, attended the AASBO monthly meeting and they discussed bonds and overrides. There were quite a few bonds and overrides, and almost 90% of the requests were approved by the voters. Unfortunately, continue to see a decrease in student enrollment in the district and will need to have a budget revision next month to adjust the budget.

Human Resources & Student Enrollment Reports – Denise Cox

Mrs. Cox addressed the Board and informed them about the following:

- Total student enrollment is 3,486 including preschool and ADM is 3,315.
- In October, had 23 new registrations and 39 withdrawals.
- In HR, there are 3 certified vacancies and a couple of classified vacancies.

Public Comments:

Mr. Adam Brake, representing himself, addressed the Board regarding different issues.

II. CONSENT AGENDA ITEMS:

Mr. Lindemann motioned to approve the consent agenda items as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

1. Payroll and Expense Vouchers/Reports:

- a. Expense Vouchers: 2551, 2607, 2608, 2609
- b. Student Activities & Auxiliary Reports
- c. Payroll Vouchers: 8, 9

III. ACTION ITEMS:**A. Discussion/action on the approval of certified hires.**

Mr. Lindemann motioned to approve the certified hires as presented. Mr. Smith seconded the motion. Motion carried 5/0.

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|-----------------------|-------------------------------------|-------------|--------|
| • *Elizabeth Cuevas | After-School Tutoring (Joe Carlson) | \$30.00/hr. | K-3Lit |
| • *Ana Luisa Martinez | After-School Tutoring | \$30.00/hr. | K-3Lit |
| • *Carol Pedroza | After-School Tutoring | \$30.00/hr. | K-3Lit |
| • Michelle Yanez | After-School Tutoring | \$30.00/hr. | K-3Lit |

• Sandra Garcia	After-School Tutoring	\$30.00/hr.	K-3Lit
• Nicole Mariscal	After-School Tutoring	\$30.00/hr.	K-3Lit
• Irlanda Flores	Emergency Substitute Teacher	\$105.00/day	M&O
• Maritza Guerrero	Emergency Substitute Teacher	\$105.00/day	M&O
• Shannon Little	Substitute Teacher	\$125.00/day	M&O

**Ratification*

B. Discussion/action on the approval of classified hires.

Mr. Lindemann motioned to approve the classified hires as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

• *Mallerly Flores	ESS Instructional Aide (PHMS)	\$15.97	M&O
• *Amy Rojas	ESS Instructional Aide (Stevenson)	\$16.76	M&O
• *Frank Barraza	ESS Instructional Aide (PHMS)	\$15.97	M&O
• *Mayra Frasquillo	ESS Instructional Aide (PHMS)	\$15.97	M&O
• *Aly Fimbres	ESS Instructional Aide (Joe Carlson)	\$15.97	M&O
• Roxana Davalos	ESS Instructional Aide (Clawson)	\$15.97	M&O
• Marcela Dominguez	Instructional Aide (Stevenson)	\$16.03	M&O
• Dulce Silveira	Parent Liaison (DHS)	\$16.30	Title I
• Nimsi Castillo	Campus Security Officer (Districtwide)	\$15.97	M&O
• Francisco Lugo	Substitute-Campus Security Officer (Districtwide)	\$14.90	M&O

**Ratification*

C. Discussion/action on the approval of classified transfer.

Mr. Lindemann motioned to approve the classified transfer as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

• *Danitza Diaz	From Parent Liaison (DHS)(\$16.80) to Secretary (DHS)(\$17.57)	M&O
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**Ratification*

D. Discussion/action on the approval of increase in hours.

Mr. Lindemann motioned to approve the increase in hours as presented. Mr. Smith seconded the motion. Motion carried 5/0.

• Alejandra Rivera	Food Service Worker from 4 hrs. to 5 hrs.	510-FS
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E. Discussion/action on the approval of athletic hire.

Mr. Lindemann motioned to approve the athletic hire as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

• Mario Vasquez	Wrestling Assistant Coach (DHS)	\$2,000.00	M&O
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F. Discussion/action on the approval of classified resignations & retirements.

Mrs. Samaniego advised that this resignation will leave a vacancy for the Transportation & Warehouse Supervisor and they will be looking at the position. Until the position is filled, Mr. Soto will be overseeing the department and Mrs. Cox and Mrs. Samaniego will assist as needed.

Mr. Lindemann motioned to approve the classified resignations & retirement as presented. Mr. Ramos seconded the motion. Motion carried 5/0.

• Claudia Bryan	ESS Instructional Aide (PHMS)	Resignation effective 10/07/25
• Diana Urrea	ESS Instructional Aide (Stevenson)	Resignation effective 10/21/25
• Vianca Armenta	Parent Liaison (Sarah Marley)	Resignation effective 10/29/25
• Ivanna Carrizoza	ESS Instructional Aide (Joe Carlson)	Resignation effective 10/31/25
• Marcela Dominguez	Reading Interventionist (Stevenson)	Resignation effective 11/05/25
• Armando Arias	Transportation & Warehouse Supervisor	Resignation effective 11/07/25
• Les Pollard	Campus Security Officer (DHS)	Retirement effective 01/29/26
• Oscar Altamirano	Maintenance Worker	Retirement effective 07/17/26

G. Discussion/action to on the approval of student observer.

Mr. Lindemann motioned to approve the student observer as presented. Mr. Smith seconded the motion. Motion carried 5/0.

- Heather Hamilton Cochise College (Districtwide)

H. Discussion/action on the approval of volunteers.

Mr. Lindemann motioned to approve volunteers as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

- Terri Quijada Swim (DHS)
- Joe Alvarez Wrestling (DHS)

I. Discussion/action on the approval of donations received for DUSD #27:

- *Donation from Freeport-McMoRan Foundation to the following school for a classroom project:*
 - *PHMS 8th Grade ELA (Ms. Gemma German) - \$500.00*
- *Donation of Dictionaries for DUSD 3rd graders from Douglas Rotary Club (est. value \$1,440.00)*

Mr. Lindemann motioned to approve the donations received for DUSD #27 as presented. Mr. Smith seconded the motion. Motion carried 5/0.

J. Discussion/action on the approval of gifts received for DUSD #27 and designating Superintendent Samaniego to determine the use for the gifts.

- *From School Nurse Supply: Microkey, LED flashlight and Portfolio – est. value \$19.85*
- *From S. McCartney: 2 Dozen Black & Gray Stuffed Bears with bat wings & ears – est. value \$39.16*
- *From School Nurse Supply: Microkey, LED flashlight and Portfolio – est. value \$19.85*

Mr. Lindemann motioned to approve the gifts received for DUSD #27 and designating Superintendent Samaniego to determine the use for the gifts as presented. Mr. Smith seconded the motion. Motion carried 5/0.

K. Discussion/action on the approval of the Governing Board Self-Evaluation.

Mr. Lindemann motioned to approve the Governing Board Self-Evaluation as presented. Mrs. Selchow seconded the motion.

Mr. Lindemann commented that the Board works very well and for the benefit of the students. He hopes it can continue.

There being no further discussion, motion carried 5/0.

L. Discussion/action on the approval of the Superintendent's Performance Goals.

Mrs. Samaniego advised that below are her Performance Goals for this school year.

Douglas Unified School District #27 Superintendent Performance Goals SY 2025-2026

Working Together, Raising Standards, and Developing Leaders

The Superintendent's goals will be aligned to the District's mission: "Our commitment is to provide each student with the opportunity, means, and motivation to maximize his/her potential for intellectual and personal growth, and to develop those skills and attitudes essential to lifelong learning in a changing society."

Performance Goal #1:

By June 2026, the Superintendent will lead the district in developing and implementing common formative assessments known as Assess, Check, and Enrich (ACE) and a structured data analysis process to monitor student progress, inform instruction, and improve academic outcomes across all grade levels

The Superintendent will:

Collaborate with Curriculum and Instruction leaders, site administrators, and teacher teams to design and implement ACE aligned to common core standards in core subject areas. Establish a districtwide process for collecting, analyzing, and using assessment data to guide instructional decisions and targeted interventions.

Measurable:

- ACE developed and administered in 100% of core content areas by May 2026.
- Each teacher will engage in the DUSD Data Analysis Framework: Working on What Matters after each round of ACE's.
- All school sites will engage in data analysis cycles at least three times per year.
- School leaders will collect and summarize assessment data trends to make informed instructional decisions to improve student outcomes

Performance Goal #2:

By June 2026, the Superintendent will establish three advisory groups: A Certified Council, Classified Council, and Parent Council to increase communication, collaboration, and stakeholder input in district decision-making.

The Superintendent will:

Collaborate with site administrators, union leadership, and parent organizations to identify members and ensure logistical and administrative support for each council.

Measurable:

- Each council will meet at least four times per year, with agendas, minutes, and feedback summaries shared publicly. At least 70% of participants will indicate improved communication and trust between stakeholders and district leadership, as measured through an annual survey.
- Councils will be formed by October 2025, begin meeting by November 2025, and be evaluated for effectiveness by June 2026.

Performance Goal #3:

By June 2026, the Superintendent will establish and sustain a Superintendent Student Advisory Board (SSAB) to amplify student voice, promote two-way communication between district leadership and students, and incorporate student perspectives into district decision-making.

The Superintendent will:

Collaborate with school principals and student leadership advisors to develop selection criteria, recruit student representatives, and provide logistical support for meetings.

Measurable:

- Student member criteria and application process finalized by October 2025.
- The SSAB will be created by November 2025.
- The SSAB will meet at least four times annually, with documented agendas, meeting summaries, and Superintendent responses to student input. At least 75% of members will report that their participation allows them to meaningfully contribute to district discussions and feel their voices are heard, as measured through an end-of-year survey.
- Evaluations and recommendations for the following year completed by June 2026.

Performance Goal #4:

By June 2026, the Superintendent will lead the district in completing and finalizing the development of a unified Mission and Vision Statement, building on last year's work to ensure broad stakeholder input, alignment with district priorities, and clear communication of the district's core purpose and direction.

The Superintendent will:

Facilitate the completion of the district's mission and vision development process by engaging staff, students, families, and community stakeholders through focus groups, surveys, and collaborative meetings. Will also use the existing groundwork and feedback collected during the previous year to refine and finalize the statements, ensuring broad representation and consensus through an inclusive process.

Measurable:

- Conduct at least three stakeholder engagement sessions to gather final feedback.
- Present final draft statements to the Board of Education for approval by April 2026.
- Publish and communicate the new mission and vision across all district platforms by June 2026.

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Mrs. Samaniego advised that in addition to her performance goals, she submitted a letter to the Board asking to waive her performance pay plan for this year, considering the budget situation. Her work is to do the work and her performance pay is part of her contract and state statute. She is requesting to waive the performance pay for this year.

Mr. Lindemann motioned to approve the Superintendent's Performance Goals as presented. Mrs. Selchow seconded the motion.

Mr. Smith commented that the Board should do everything they can to help the Superintendent achieve her goals and to improve upon them. Would like to request a work study session or future agenda item where the Board can discuss with community members things that can be done within the district for some possible improvements (help teachers increase scores, enrollment, etc.). Mrs. Samaniego commented that a work study session would be best.

Mrs. Selchow asked if for the student input, will elementary students be included? Mrs. Samaniego replied yes; it was open to all grade levels and students had to apply.

Mr. Lindemann commented that Tucson schools are getting away from testing and he would caution everyone to be very careful not to overburden the teachers with any of this, let the teachers work. Good teachers are hired and we need to let them work; that is going to improve the student scores and academics. Teachers always end up with the brunt of improvement plans and he would caution against that. We have to let the people do their work, give them time to do it, and then the kids will react and will learn. He also agrees with having a work study session.

Mr. Ramos commented that one of the biggest factors is parent involvement. Maybe having the work study sessions or meetings at the schools where parents and Board members can attend.

Mr. Borane commented that the important thing about the goals is that they be realistic and to be realistic, she needs the cooperation of all of the administration and everyone. Mrs. Samaniego replied that she works with her leadership team and administrators on the goals. He also commented that having a work study session sometimes puts a limit on the Board as to what can and can't be discussed. A better option would be for the administration to have a public meeting where there wouldn't be a time limit and more openness. Mr. Smith commented that he has a number of ideas that he would like to be able to discuss to make some improvements in the district. He will support the best format for everyone to work together. Mr. Borane commented that a work study session is for the Board to discuss and work together and public comments are limited. A public meeting will allow for public input and the Board can attend. Mr. Smith commented that he would like to have a work study session and provide the information to the administration and then share the information with the public. Mrs. Selchow discussed at length the school ratings of public and charter schools and the discrepancies between both. Mr. Lindemann commented that it is not an apples-to-apples comparison and should be taken into consideration. Mrs. Samaniego commented that unfortunately for school districts, there is that one test, one time a year, that they are measured on and forget about every other good thing that happens during the year. That is why school districts have to have accountability within the year, for teachers and student learning. There is great room for improvement and that is what they strive for. They will do whatever it takes to continue to improve. She appreciates what the Board says and wants their collaboration

and input. Parental involvement can always help shape kids, and parenting shouldn't be left solely to the school teacher.

Mr. Zarib Rodriguez asked if the CTE courses are considered in the letter grade? Mrs. Samaniego replied yes, many components go into play. Mr. Rodriguez commented that one of the best things DHS has to offer and does are the CTE programs. In many schools, not that many CTE courses are offered and we are lucky to have so many. Mrs. Samaniego commented that for DHS, it is the CCRI graduation rate, ACTE scores and attendance. The rating for an elementary school, middle school and high school are all different. Mr. Borane asked if students are aware of how important the tests are? Mr. Rodriguez replied no, a majority of the students don't know how much of the tests matter, and attendance, participation, and grades matter. They don't know how each of the students plays a part in how good the district does. No one knows why students are so apathetic to all of the problems. Since colleges and universities are not requiring the test scores, it is overlooked by so many students. Mr. Borane asked Mrs. Melissa Rodriguez if students are grasping what is going on with tests? Mrs. Rodriguez replied that many students don't see how it benefits them, even if they are motivated by teachers. They just don't see the value to them personally and they don't see it as important. Mrs. Rodna LaMadrid commented about testing and student involvement. Testing, student motivation, and parent involvement were discussed at great length. Mr. Rodriguez commented that he has met other students in Arizona and many of them who are in A-rated schools have less school pride for that school. Other students complain that they aren't learning so much as they are preparing for state tests. Even nationwide, students complain about their schools. He doesn't believe it is anything that our teachers, educators, or administration is doing; it is more on the generation. However, this apathy isn't coming from our school district; it is something external that is affecting everyone and doesn't see how it can be fixed. Mr. Smith commented that he would caution the Board not to get too much in the weeds on the actual grade of the school. There is a whole lot of interconnectedness that sometimes we are not seeing what can help.

Mrs. Selchow asked if English Learning (EL) reclassification is still part of the letter grade? Mrs. Samaniego replied yes. Mrs. Selchow commented that if there is an English language mandatory program, that affects the letter grade. Mrs. Samaniego commented that there are many different factors in the letter grade. She is a firm believer that there is more to just the school district than one letter grade. She commends and vouches for her administrative team and her teachers; they are working harder than ever. It is a huge responsibility for everyone and she is so proud of everyone!

Mr. Borane advised that the motion on the floor is to approve the goals and the omission of the language that Mrs. Samaniego receives; by statute, the performance pay is being waived. The motion is without the pay and automatically she will not get the pay.

There being no further discussion, motion carried 5/0.

M. Discussion/action on the approval of the renewal Agreement for Internship/Externship Educational Experience between DUSD #27 and the Chiricahua Clinic.

Mrs. Samaniego advised that this is a three-year renewal and allows DHS students to do an internship at Chiricahua Clinic through the CTE class.

Mr. Lindemann motioned to approve the renewal Agreement for Internship/Externship Educational Experience between DUSD #27 and the Chiricahua Clinic as presented. Mr. Smith seconded the motion. Motion carried 5/0.

N. Discussion/action on the approval of the Renewal Intergovernmental Agreement (IGA) for Pathways to Teaching between DUSD #27 and The Arizona Board of Regents, University of Arizona.

Mrs. Samaniego advised that this a two-year renewal agreement and part of the grow-your-own teaching program partnership with the University of Arizona. Have been very successful with the program and a continuance of the agreement.

Mr. Lindemann motioned to approve the Renewal Intergovernmental Agreement (IGA) for Pathways to Teaching between DUSD #27 and The Arizona Board of Regents, University of Arizona as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

O. Discussion/action pursuant to Policy BGF to temporarily suspend Policy BGB, requiring two readings of the proposed policies prior to approval of the adoption in order to approve the following Policy and Policy Advisory immediately upon the first reading.

- *Policy FF* *Naming Facilities*
- *Policy Advisory No. 959*..... *Policy DJE-Bidding/Purchasing Procedures*

Mr. Lindemann motioned to approve the Policy and Policy Advisory as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

IV. EXECUTIVE SESSION:

The Governing Board may vote to convene into executive session, pursuant to A.R.S. § 38-431.03 (A)(1) for the following personnel matter:

- A. Discussion, consideration and possible approval of statement of charges and dismissal of certified employee, C.L.

No Board action is taken during executive session. Should the employee wish to have the executive session dealing with the matter pertaining to that employee held in open session, it shall be conducted in open session following the executive session at this point in the agenda.

Mr. Lindemann motioned to enter into executive session. Mr. Smith seconded the motion. Motion carried 5/0.

Meeting moved into executive session at 6:14 p.m. Return to open session at 6:26 p.m.

V. OPEN SESSION:

A. *Discussion/action to take the following action:*

- a. *Adopt the statement of charges against certified counselor, C.L., that if true, are cause for dismissal and that the charges be made a part of the minutes of this meeting.*
- b. *That the Governing Board Dismiss certified counselor, C.L., from employment with the District at the expiration of ten (10) days from the date of service of notice of*

this Board's action based upon charges for dismissal, unless a hearing is requested by the counselor;

- c. That C.L. not be re-employed by the School District for the reasons set forth in the statement of charges; and*
- d. That the Superintendent be authorized to provide notice of these charges and the Board's action to C.L. and to the Arizona State Board of Education.*
- e. That if C.L. requests a hearing, that the Board designate a hearing officer to hold the dismissal hearing, hear the evidence, prepare a record and issue a recommendation to the Governing Board for action. The hearing officer may be one selected by mutual agreement of the Administration and the counselor. If mutual agreement is not reached, the Board designates Clyde Dangerfield, C. Ben Hufford, or Harold Merkow as the hearing officer, depending upon their respective availability.*

Mr. Lindemann motioned to approve the statement of charges as presented. Mr. Ramos seconded the motion. Motion carried 5/0.

VI. INFORMATION ITEMS:

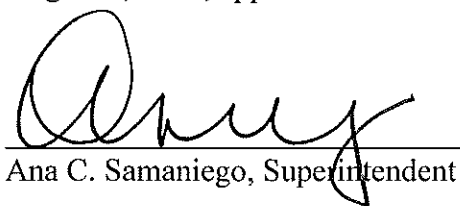
A. Announcements

- Veterans Day (No School & All Offices Closed).....November 11th
- Thanksgiving Break (No School) Monday, November 24th-Friday, November 28th
 - All District Offices Closed Thursday, November 27th-Friday, November 28th
- Next Regular Board Meeting..... December 2nd

VII. ADJOURNMENT:

There being no further business, Mr. Lindemann motioned to adjourn the meeting. Mrs. Selchow seconded the motion. Motion carried 5/0. The meeting was adjourned at 6:28 p.m.

Minutes prepared by Alma Valenzuela, Executive Secretary. The Board at their meeting on August 4, 2026, approved these minutes.



 Ana C. Samaniego, Superintendent