

**DOUGLAS UNIFIED SCHOOL DISTRICT #27
DOUGLAS, ARIZONA**

Board Room
Central Administration Building

5:00 P.M.
January 13, 2026

**Regular Board Meeting
Minutes of the Board**

I. PRELIMINARY MATTERS:

CALL TO ORDER: Mr. Ray Borane, President

PRESENT: Mrs. Jana Selchow, Member
Mr. Mitch Lindemann, Member

ABSENT: Mr. Kevin Smith, 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

Board Meeting Minutes not previously approved:

Mr. Lindemann motioned to approve the following minutes. Mrs. Selchow seconded the motion.
Motion carried 3/0. ¹

1. May 6, 2025 - Regular

**Summary of Current Events:
Superintendent**

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

- Participated as a judge at the SkillsUSA and HOSA practice competitions on Saturday. Several community members also participated, including Dr. Jacqui Clay.
- DHS held their Winter Formal on Saturday evening.
- Spelling Bee will be held on January 22nd.
- All of the site administrators are looking at budget reduction proposals; no decisions have been made. They are looking at positions, M&O costs, etc. and have to submit proposals to Mrs. Samaniego by January 23rd. At the District level, the administration is also looking at a restructuring model. As soon as all the information is compiled, a possible Board work study session will be scheduled. Working hard and diligently. Her goal is to always be

¹A unanimous (3/0) vote will show the members voting in this manner throughout the minutes:

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

cautious of the financial status, enrollment situation but at the same token being very aware of the responsibility the district has to students and staff.

- The semester is well underway and testing is right around the corner. The AASA testing window is right in the middle of the Easter break and unfortunately the dates cannot be rescheduled.
- Congratulations to Mr. Zarib Rodriguez as he was accepted into Vanderbilt University with a full scholarship.

Superintendent's *GEM* Award

Mrs. Samaniego advised that Ms. Wendy Parra is the Superintendent's *GEM* Award recipient for December. Ms. Parra is a Preschool Teacher at Joe Carlson. CONGRATULATIONS Ms. Parra!

Governing Board Members

None.

Reports:

Ex-Officio Student Member – Zarib Rodriguez

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

Year to Date Budget Balance & Travel Reports – Cesar Soto

Mr. Soto commented that the Board was provided with the December reports. It is early to start talking about potential revenues. The legislature started meeting yesterday but there is not a lot of stuff for more school revenues. The Governor is fighting for school districts and funding and hopefully it goes through. Possibility that school districts will get a 2% increase in the per pupil allocation. Enrollment has been steady and not declining, which is a good thing. Already talking to the consultant in regards to employee health benefits. The Board had approved for other funding sources to be used to pay for the employee health benefits, and he projects that approximately \$350,000 will need to be used instead of the \$500,000. Hoping to still be able to provide a good health plan for employees but might have to be at a lower cost. Mrs. Samaniego advised that they hope to bring a health benefits proposal to the Board by the March meeting.

Human Resources & Student Enrollment Reports – Denise Cox

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

- Total student enrollment is 3,505 including preschool and ADM is 3,305.
- In December, there were 11 new registrations and 20 withdrawals.
 - 6 went online
 - 2 long-term suspensions
 - 5 ten-day drops
 - 4 moved out of town
 - 2 other reasons
 - 1 went to Loretto
- In HR, there are two elementary vacancies, two middle school and one high school vacancy.

Mr. Borane asked what the status is for the athletic trainer? Mrs. Cox replied that there are no applicants. Mr. Borane commented since there is no athletic trainer, AIA states that there must be

coverage and the Douglas Fire Department does so, but recently he hasn't seen them at the games. The safety and the well-being of the student athlete, is always paramount. Why hasn't there been coverage at all events? Mrs. Maria Trinta replied that she will follow up with the Douglas Fire Department, as they have been covering as needed. Also, Mr. Joe Alvarez, who is a CTE teacher and certified EMT, has been attending games and assisting.

Mr. Borane commented about the lighting in the parking lot across the DHS GYM, it is very bad as something needs to be done. Mr. Trinta commented that it is City property and will let them know. The coaches do not leave the premises until the last student is picked up or gone.

Public Comments:

None.

II. CONSENT AGENDA ITEMS:

Mr. Lindemann motioned to approve the consent agenda items as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

1. Payroll and Expense Vouchers/Reports:

- a. Expense Vouchers: 2614, 2615, 2616, 2617
- b. Student Activities & Auxiliary Vouchers/Reports: 9008, 9009, 9010
- c. Payroll Vouchers: 12, 13, 13.1, 14

III. ACTION ITEMS:

A. Discussion/action on the approval of certified hires.

Mr. Lindemann motioned to approve the certified hires as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

- *Rocio Flores Substitute Teacher **Ratification* \$115.00/day M&O

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 3/0.

- *Allison Alaniz ESS Instructional Aide (Joe Carlson) **Ratification* \$15.97 M&O
- Natalia Perez-Castillo ESS Instructional Aide (Joe Carlson) \$15.97 M&O
- *Jesus Favela ESS Instructional Aide (DHS)**Ratification* \$15.97 M&O
- Anthony Arvayo Instructional Aide (PHMS) \$15.64 M&O
- Yolanda Othon Parent Liaison (Sarah Marley) \$16.30 M&O/Title I

C. Discussion/action on the approval of certified resignation.

Mrs. Samaniego thanked Ms. Sophie Renoult for the many years of service and in teaching French. It is going to be very difficult to replace and find a candidate, which may impact Douglas High School (DHS) from offering a French class.

Mr. Lindemann motioned to approve the certified resignation as presented. Mrs. Selchow seconded the motion.

Mr. Borane asked how many foreign language teachers are at DHS? Mrs. Bianca Hernandez replied that there is one French teacher and four Spanish teachers. There is currently a two-year foreign language graduation requirement for all DHS students. The foreign language program is very successful at DHS.

Mrs. Selchow commented that about 12 years ago, the ELL requirements for students who were non-proficient, meant that they couldn't take Spanish if they were Spanish speakers naturally or it was their home language. Is that still the case? Mrs. Hernandez replied that they can take Spanish now, especially with the two-year requirement. Mrs. Selchow also thanked Mrs. Renoult as she has done an amazing job.

Mr. Lindemann commented that it is going to be sad to see Ms. Renoult leave and wished her congratulations on her wonderful career.

Mr. Borane commented that Douglas is very unique, as it is a bilingual and bicultural community. It is a tremendous advantage going through this school district and having a binary education as it relates to Spanish and French.

There being no further discussion, motion carried 3/0.

- Sophie Renoult Teacher (DHS) Resignation effective 05/21/26

D. Discussion/action on the approval of classified resignations & retirement.

Mr. Lindemann motioned to approve the classified resignations & retirement as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

- Enrique Villicaña Campus Security Officer (District) Resignation effective 12/05/25
- Claudio Silvas Campus Security Officer (RBMS) Resignation effective 12/08/25
- Rocio Flores ESS Instructional Aide (DHS) Resignation effective 12/19/25
- Brynna McCormick ESS Instructional Aide (Stevenson) Resignation effective 01/05/26
- Eduardo Montiel Bus Driver Resignation effective 01/09/26
- Jesus Duarte ESS Instructional Aide (PHMS) Retirement effective 12/18/26

E. Discussion/action on the approval of student observers.

Mr. Lindemann motioned to approve the student observers as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

- Susan Rodriguez Covarrubias ASU Student Observer (Faras)
- Jocelyn Diaz ASU Student Observer (DHS-Fall 2026)
- Valerie Bojorquez UofA Pathways Student (District)

F. 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 3/0.

- Justine Villalobos Girls' Soccer Assistant Coach (PHMS) \$750.00 M&O

G. Discussion/action on the approval of volunteers.

Mr. Lindemann motioned to approve volunteers as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

- *Pablo Zamora Boys' & Girls' Soccer (RBMS) *Ratification
- **Albert Vasquez Girls' Basketball (RBMS) **Returning
- *Linette Ambriz Wrestling (DHS) *Ratification

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

- *Donation of \$1,885.78 from the Arizona State Prison Complex-Douglas Mohave Unit inmates to Douglas High School Boys Basketball.*
- *Donation of a CPR in Schools Training Kit from the American Heart Association to Faras Elementary (est. value \$725.00).*
- *Donation from DonorsChoose to the following schools for classroom projects:*
 - *Sarah Marley 5th Grade (Ms. Anissa Morales)-\$253.09*
 - *Clawson 1st Grade (Ms. Danielle Hurtado)-\$463.79*

Mr. Lindemann motioned to approve the donations received for DUSD #27 as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

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

- *From ULINE: Utility Wagon (red) - est. value \$85.00*
- *From School Nurse Supply: 1 RedDrop IRL Sample Kit, Microkey, and flashlight - est. value \$14.79*
- *From GUST ROSENFELD: 12 oz YETI Rambler Colster (green)-est. value \$25.00*

Mr. Lindemann motioned to approve the gifts received for DUSD #27 and designating Superintendent Samaniego to determine the use for the gifts as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

J. Discussion/action on the approval of waiving the requirement of a second classroom observation for the 2025-2026 School Year pursuant to A.R.S. §15-537 (G).

Mrs. Samaniego advised that this is done every year based on Policy GCO-RA and A.R.S. §15-537 (G). The Board was provided the list of 94 teachers based on principal recommendation and teacher evaluations. Per Policy, the Board may waive the requirement for a second classroom observation for continuing teachers (have been a teacher for more than three years) whose teaching performance, as evidenced by their first formal observation, places them in one of the two highest performance classifications (highly effective or effective). Teachers assigned to Sarah Marley and Ray Borane school sites are not included in this waiver consideration. Both schools are currently participating in the Arizona Department of Education's (ADE) Project Momentum initiative and will receive a second formal evaluation.

Mr. Lindemann motioned to approve waiving the requirement of a second classroom observation for the 2025-2026 school year for the teachers as presented. Mrs. Selchow seconded the motion.

Mr. Borane asked if Mrs. Rodna LaMadrid could please provide information on the ADE program that disregards this waiver? Mrs. Samaniego commented that Project Momentum does not state that they shouldn't waive; it is because of the work that they are doing and hoping to improve

student outcomes. Mrs. LaMadrid and Mrs. Pineda have chosen to evaluate their teachers for a second go-around still because they are working to improve student outcomes. Project Momentum does not dictate that they forego the second evaluation. Mrs. LaMadrid commented that they do a second evaluation because you do see growth in the teachers and in their abilities. When making recommendations as administrators, based on the evaluations and what they see, a lot of teachers are in between effective and highly effective. Teachers then have actionable goals that they work on throughout the year and complete by the second evaluation. The school is a C school and still under school improvement and they have seen growth. As a school and teachers, being under school improvement is frustrating, but we are working to improve. This second evaluation is a culmination of the goals that are set up every quarter. Project Momentum is a big support to help make improvements and gains. Mrs. Selchow commented that she admires them for continuing to do a second evaluation with their teachers; it is working with them and helping them. Mr. Lindemann commented that evaluations are ongoing and never-ending. Mrs. Pineda commented that Sarah Marley works with Project Momentum on a biweekly basis. It does help to have another set of eyes during walk-throughs and helps with feedback for teachers, support staff, and the school as a whole. Goals are set up as school goals and teachers and support staff work together to meet the goals. Mrs. Cox commented that the second evaluations are at the school administrators' discretion.

There being no further discussion, motion carried 3/0.

K. Discussion/action on the approval of the Revision to the DUSD #27 Classified Salary Schedule for Fiscal Year 2025-2026.

Mr. Soto advised that the Arizona minimum wage increased to \$15.15 on January 1, 2026, and the only thing that needed to change on the salary schedule is the rate on the first category to match the new minimum wage. There was no adjustment made to any of the employees.

Mr. Lindemann motioned to approve the Revision to the DUSD #27 Classified Salary Schedule for Fiscal Year 2025-2026 as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

L. Discussion/action on the approval to continue using Wells Fargo Bank for the deposit of auxiliary and revolving funds.

Mr. Soto advised that this is done every year and the recommendation is to continue doing so. The District has used Wells Fargo Bank for many years.

Mr. Lindemann motioned to approve and continue using Wells Fargo Bank for the deposit of auxiliary and revolving funds as presented. Mrs. Selchow seconded the motion.

Mr. Lindemann asked if the District is charged for this service or are required to pay a fee? Mr. Soto replied no, for auxiliary and student activities, the bank is not allowed to charge fees but they do charge on the other accounts. Mrs. Samaniego commented that there is only one concern, as the District credit card's credit line of \$10,000.00 is very low and affects booking of lodging and travel accommodations. Mr. Soto commented that there have been some challenges and the bank has been working on it for years. Another factor is that there is no other bank in Douglas that will provide this service for a district.

There being no further discussion, motion carried 3/0.

M. Discussion/action to approve the hearing officers and procedures pursuant to A.R.S. §15-541 and §15-843.

Mrs. Samaniego advised that this is a list of hearing officers for long-term suspension hearings.

Mr. Lindemann motioned to approve the hearing officers and procedures pursuant to A.R.S. §15-541 and §15-843 as presented. Mrs. Selchow seconded the motion. Motion carried 3/0.

IV. INFORMATION ITEMS:

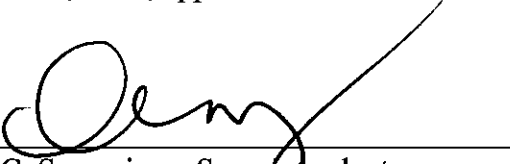
A. Announcements

- Martin Luther King Jr. Day (No School & All District Offices Closed)..... January 19
- District Spelling Bee January 22
- Next Regular Board Meeting February 3

V. ADJOURNMENT:

There being no further business, Mr. Lindemann motioned to adjourn the meeting. Mrs. Selchow seconded the motion. Motion carried 3/0. The meeting was adjourned at 6:12 p.m.

Minutes prepared by Alma Valenzuela, Executive Secretary. The Board at their meeting on October 6, 2026, approved these minutes.



Ana C. Samaniego, Superintendent