Douglas Unified School District No. 27

Administrative Offices 1132 12th Street, Douglas, Arizona 85607 (520) 364-2447 FAX: (520) 762-4501
Ana Samaniego, Superintendent

Board Room **5:00 P.M.**
Central Administration Building **August 4, 2026**

You are respectfully requested to turn off all cell phones during this meeting. Thank you.

REGULAR BOARD MEETING
NOTICE AND AGENDA

(Agenda is subject to change 24 hours prior to the scheduled meeting)

Pursuant to A.R.S. §38-431.02, notice is hereby given to the members of the Douglas Unified School District Board of Education #27 and to the general public that the Douglas Unified School District Board of Education will hold a regular meeting open to the public on **Tuesday, August 4, 2026**, beginning at **5:00 P.M.** in the Board hearing room located in the Central Administration building, 1132 12th Street, Douglas, Arizona. Doors open at 4:30 P.M. Pursuant to A.R.S. §38-431.03 and as may be indicated in the following agenda, the Board may vote to go into executive session, which will not be open to the public, to discuss certain matters.

I. PRELIMINARY MATTERS:

A. Call to Order
B. Pledge of Allegiance
C. Roll Call
D. Board Meeting Minutes not previously approved
    1. November 5, 2025 – Regular
E. Information only items *(Items to be heard only; the Board will not propose, discuss, or take legal action during the meeting unless the specific matter is properly noticed for legal action.)*
    1. Summary of Current Events
        a. Superintendent
        b. Governing Board Members
    2. Reports
        a. Year to Date Budget Balance & Travel Reports – Anthony Fimbres
        b. Human Resources Staffing Update & Student Enrollment Report – Denise Cox
F. Public Comments--(Comments shall be limited to 3 minutes)

The President may allow individuals from the public to address the Board. Comments shall be limited to education-related issues on items that do not appear on this agenda or for which no public hearing has been held and limited to issues, which are under the jurisdiction of the Governing Board. The Board shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action on the current agenda, but may instruct the Superintendent to schedule discussion later. At the conclusion of the open call to the public, individual members of the Governing Board may respond to criticism made by those who have addressed the Board, may ask staff to review a matter or may ask that a matter be put on a future agenda. The President may allow individuals from the public to address the Board on items listed on the agenda and the agenda and at the time, the agenda item is presented for discussion by the board by filling out and turning in a request specific to the agenda item to the Executive Secretary prior to the beginning of the meeting. Comments shall be limited to three (3) minutes.

Pursuant to A.R.S. §38-431.03 (A)(2) the Board will be able to go into executive session to Discuss or consider records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law.

Pursuant to A.R.S. §38-431.03 (A)(3) the Board may choose to discuss or consult with the Board's attorney in person or via telephonic conference call for legal advice regarding on any matter listed on the agenda.

II. CONSENT AGENDA ITEMS:

(Items on the Consent Agenda will be enacted without separate discussion of each entry, but may be removed from the Consent agenda item and placed as a separate action item per a Governing Board Member request for discussion/action.)

A. Approval of the following consent agenda items:

1. Payroll and Expense Vouchers/Reports:

(If there are any questions regarding vouchers, details may be obtained at the District Office, Monday through Friday from 7:00 am-4:00 pm).

a. Expense Vouchers: 2650, 2651
b. Student Activities & Auxiliary Reports
c. Payroll Vouchers: 2, 3

III. ACTION ITEMS:

(Items for Consideration, Discussion, Direction, and Possible Approval)

A. Discussion/information only – ELEVATE Conference (Ms. Priscilla Cordova)

B. Discussion/information only – ISTE Conference (Mrs. Maria Trinta)

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

• Stacie de la Vega	ESS Teacher (Sarah Marley)
• Jennyfer Samaniego	ESS Teacher (Stevenson/Faras)
• *Susie Ulloa	Emergency Substitute Teacher
• Michelle Chavez	Emergency Substitute Teacher
• *Dayanira Fernandez	Emergency Substitute Teacher
• *Ariana Ibarra	Emergency Substitute Teacher
• *Valeria Estrada	Emergency Substitute Teacher
• *Briza Castillo	Substitute Teacher
• *Teresa Torres	Substitute Teacher
• *Juanita Almader	Substitute Teacher
• Gilbert Rojas	Substitute Teacher

**Returning*

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

• Gabrielle Rivera	Campus Security Officer
• Mario Hernandez	Campus Security Officer
• Juan Moreno	Campus Security Officer
• Valerie Murray	ESS Instructional Aide (Stevenson)
• Denisse Briseño	ESS Instructional Aide (Stevenson)
• Vianey Martinez	ESS Instructional Aide (Stevenson)
• Miriam Pena	ESS Instructional Aide (PHMS)
• Natalie Gastelum-Chon	ESS Instructional Aide (Clawson)
• Viviana Gibson	ESS Instructional Aide (Joe Carlson)
• Siria Solis	ESS Instructional Aide (Sarah Marley)
• Susie Skinner	ESS Instructional Aide (Sarah Marley)
• Diana Montano	ESS Instructional Aide (DHS)
• Jocelyn Loreto	ESS Instructional Aide (Joe Carlson)
• Leslie Sosa	Instructional Aide (Stevenson)
• Japsy Zazueta Felix	Instructional Aide (Faras)
• Carmen Pereyda	Instructional Aide (Sarah Marley)
• Isela Torres	Parent Liaison (Joe Carlson)

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

• Pauleth Barco	ESS Instructional Aide (Sarah Marley)	Resignation effective 05/20/26
• Anna Medrano	ESS Instructional Aide (Sarah Marley)	Resignation effective 05/20/26
• Jocelyne Rios	ESS Instructional Aide (Joe Carlson)	Resignation effective 05/20/26
• Kitzia Romero	ESS Instructional Aide (Sarah Marley)	Resignation effective 05/22/26
• Celia Calzada	Food Service Worker	Resignation effective 07/15/26
• Jennyfer Samaniego	ESS Instructional Aide (Joe Carlson)	Resignation effective 07/16/26
• Jose M. Durazo III	Bus Driver	Resignation effective 07/17/26
• Hidekel Sainz	Campus Security Officer (DHS)	Resignation effective 07/27/26

• Jesus Contreras	Instructional Aide (Faras)	Resignation effective 08/03/26
• Stephania Lopez	Instructional Aide (Sarah Marley)	Resignation effective 08/03/26
• Jesus Duarte	Parent Liaison (PHMS) *(Revision of Date)*	Retirement effective 05/24/28

F. Discussion/action on the approval of termination of at-will employee (with cause).

G. Discussion/action on the approval of classified transfers.

- Jesus Duarte — From ESS Instructional Aide (PHMS) to Parent Liaison (PHMS)
- Ruby Ponce — From Food Service Worker Substitute to Food Service Worker (3 hrs.)
- Claudia Mora — From Food Service Worker Substitute to Food Service Worker (3 hrs.)
- Maria Pedroza — From Health Aide Substitute to Health Aide (Sarah Marley)

H. Discussion/information only for certified and classified internal transfers.

Certified:

- Jocelyn Hernandez — Teacher from Faras to Joe Carlson

Classified:

- Alma Montaño — Custodian from Stevenson to RBMS
- William Watkins — Custodian from PHMS to Stevenson
- Thelma Robles — Custodian from RBMS to PHMS
- Maria Lamadrid — Custodian from DHS to Sarah Marley
- Gloria Stein — Custodian from Sarah Marley to DHS
- Maria Gillette — Health Aide from Sarah Marley to Joe Carlson

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

- Erika Paco — Food Service Worker from 3 hrs. to 4 hrs.
- Claudia Noperi — Food Service Worker from 3 hrs. to 4 hrs.

J. Discussion/action on the approval of addendums.

- Benjamin Loreto — Band Director (DHS)
Band Director (MS)
Teaching Extra Class (0 Period-DHS)
- Gilbert Aguilar — CTSO Sponsor (SkillsUSA-Law Enforcement)
- Joseph Alvarez — CTSO Sponsor (SkillsUSA-Fire Science)
- Robert Hoffman — CTSO Sponsor (SkillsUSA-Info. Technology)
DHS Dept. Chair – CTE
- Luis Ramirez — CTSO Sponsor (SkillsUSA-Automotive Tech.)
- Suzette Rojas — CTSO Sponsor (SkillsUSA-Film/Television)
DHS Class Sponsor – Seniors
- Martin Paco — CTSO Sponsor (SkillsUSA-Drafting & Design)
- Adrian Torres — CTSO Sponsor (SkillsUSA-Construction)
- Martha Alonso — CTSO Sponsor (HOSA-Biomedical)
Teaching During Planning Period (DHS-BioScience III)
- Mitch Nelson — CTSO Sponsor (HOSA-Sports Medicine)
- Brita Kimble — CTSO Sponsor (FFA-Agriculture)
- Nereyda Teran — CTSO Sponsor (DECA-Finance)
District Paraprofessional Tester
- Leticia Hernandez — CTSO Sponsor (DECA-Marketing)
DHS Class Sponsor – Sophomores
- Bernadette Gonzalez — CTSO Sponsor (FCCLA-Early Childhood)
DHS Class Sponsor – Juniors
- Michelle Inzunza — CTSO Sponsor (FCCLA-Early Childhood)
- Margaret Schmidt — CTSO Sponsor (FCCLA-Culinary)
- Daniela Duran — DHS Class Sponsor – Freshman
- Diego Guerrero — DHS Dept. Chair – Counselor
- Bobbi Morales — DHS Dept. Chair – English
- Jessica Guerrero — DHS Dept. Chair – ESS
- Karla Wallace — DHS Dept. Chair – Foreign Arts/Fine Arts
Yearbook Sponsor (DHS)
- Giselle Romero — DHS Dept. Chair – Math
Teaching Extra Class (0 Period-RBMS/PHMS)
- Francisca Tapia — DHS Dept. Chair – P.E.
- Johnna Young — DHS Dept. Chair – Social Studies
- Miryam Orduno — DHS Dept. Chair – Science

- Elizabeth Morales Drama Club Sponsor (DHS)
- Miriam Snyder Folklorico Sponsor (DHS)
- Yolanda Caruso Head Nurse (Districtwide)
- Grace Docto National Honor Society Sponsor (DHS)
- Scarlett Hughes Student Council Sponsor (DHS)

K. Discussion/action on the approval of athletic addendums.

- Estefan Mora Boys' Basketball Coach (RBMS)
- Pedro Tacuba Boys' Soccer Coach (RBMS)
  Girls' Soccer Coach (RBMS)
- Luis Paco Boys' Soccer Assistant Coach (RBMS)
- Michelle Erives Cross Country Coach (RBMS)
- Clarissa Enriquez Cross Country Assistant Coach (RBMS)
  Track & Field Coach (RBMS)
- Maria Noriega Cross Country Coach (DHS)
- Mark Contreras Cross Country Assistant Coach (DHS)
- Hunter Long Football Coach (DHS)
- Andres Moreno Football Assistant Coach (DHS)
- Uriel Cortez Football Assistant Coach (DHS)
- Sergio Rivera Football Assistant Coach (DHS)
- Luis Cañez Golf Coach (DHS)
- Erika Urquijo Spiritline Coach (DHS)
- David Martinez Swim Coach (DHS)
- Guy Altamirano Swim Assistant Coach (DHS)
- Alonzo Tapia Volleyball Coach (DHS)
- Dave Docto Volleyball Assistant Coach (DHS)
- Angie Escarcega Volleyball Assistant Coach (DHS)

L. Discussion/action on the approval of athletic volunteers for DHS.

- Mario Hurtado Football
- Guy Hudson Football
- Adalberto Valencia Football
- Isidro Pelayo Golf
- Joseph Salcido Golf
- Jessica Galaz Spiritline
- Andrea Barallardos Spirtiline
- Damarie Carrillo Swim
- Terri Quijada Swim
- Gabriel Sanchez Volleyball
- Joanna Ortiz Volleyball

**All Returning*

M. Discussion/action on the approval of payment to teachers who attended the New Teacher Induction training.

N. Discussion/action on the approval of the 301 Performance Pay Plan (PPP) for the 2026-2027 School Year pursuant to A.R.S. §15-977.

O. Discussion/action on the approval of the Revised DUSD #27 Certified and Classified Salary Schedules for Fiscal Year 2026-2027.

P. Discussion/action on the approval of Student Fund-Raising Activities for Fiscal Year 2026-2027.

Q. Discussion/action on the approval of association membership dues for classified staff.

R. Discussion/action on the approval of out-of-state travel for Mr. Anthony Fimbres to attend the Annual ALAS National Summit.

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

- *Policy BEDH ..... Public Participation and News Media Services at Board Meetings*
  Exhibit BEDH-E – Public Participation and News Media Services at Board Meetings
- *Policy IKC..... Class Rankings/Grade Point Averages*

T. Discussion/action on the approval of the renewal Agreement between The Stepping Stones Group and DUSD #27.

U. Discussion/action on the approval of the renewal Memorandum of Understanding between Child Parent Centers, Inc. (Head Start) and DUSD #27.

IV. INFORMATION ITEMS:

A. Announcements

- Next Regular Board Meeting ..... September 1
- Labor Day (No School & All Offices Closed)..... September 7

V. ADJOURNMENT:

(The District does not exclude any disabled person from participation in services, programs or activities or discriminate against any qualified person with a disability. Any disabled person who has an inquiry regarding accessibility or who needs an accommodation should notify the District Superintendent's Office in advance of the scheduled Board meeting. The District wishes to accommodate those individuals who may be precluded from participation due to a language barrier; such individuals are requested to inform the District of the need for a translator at least one workday prior to a scheduled Board meeting so that a translator may be secured.)

Certification of posting:

I, Ana C. Samaniego, certify that this notice of the public meeting, prepared pursuant to A.R.S. §38-431.02, was posted on this 3rd day of August 2026 at 1:25PM.

Ana C. Samaniego, Superintendent