# 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** **11:00 A.M.**
**Central Administration Building** **July 10, 2026**

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

## REGULAR BOARD MEETING (RESCHEDULED) 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 **Friday, July 10, 2026**, beginning at **11:00 A.M.** in the Board hearing room located in the Central Administration building, 1132 12th Street, Douglas, Arizona. Doors open at 10:30 A.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. June 30, 2026 - Special
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: 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649
b. Student Activities & Auxiliary Reports/Vouchers: 9020, 9021, 9022, 9023
c. Payroll Vouchers: 25, 26, 27, 28, 1

## III. ACTION ITEMS:

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

**A. Discussion/information only – DHS ISQR Team (Ms. Gisell Romero)**

**B. Discussion/action on the approval of certified hires.**

- Veronica Marmolejo — Behavioral Specialist (Stevenson/Sarah Marley)
- Ashley Hernandez — Counselor (Faras/Joe Carlson)
- Fatima Ruiz — ESS Teacher (Clawson)
- Vianey Martinez — Emergency Substitute Teacher
- *Valerie Bojorquez — Emergency Substitute Teacher
- *Martha Rivera — Emergency Substitute Teacher
- Carmen Pereyda — Emergency Substitute Teacher
- Alexia Martinez — Emergency Substitute Teacher
- *Cindy Brady — Emergency Substitute Teacher
- *Pedro Tacuba — Emergency Substitute Teacher
- Jesus Favela — Emergency Substitute Teacher
- *Flor Tapia — Emergency Substitute Teacher
- *Miriam Valdez — Emergency Substitute Teacher
- *Melissa Sanchez — Emergency Substitute Teacher
- *Gina Gonzalez — Emergency Substitute Teacher
- *Martha Lopez — Substitute Teacher
- Chaelyn Fredrickson — Substitute Teacher
- Charles Chambers — Substitute Teacher
- *Oscar Mariscal — Substitute Teacher
- *Melanie Molina — Substitute Teacher

**Returning*

**C. Discussion/action on the approval of classified hires.**

- Jose Peña — Bus Driver
- Ray Miramontes — District Mail Courier
- Diana Ibarra — ESS Instructional Aide (Joe Carlson)
- Mayra Lopez — ESS Instructional Aide (Clawson)
- Samuel Coggins — ESS Instructional Aide (Stevenson)
- Marco Gonzalez — Substitute Campus Security Officer
- *Jasmine Resendiz — Receptionist **Ratification*

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

- Alfonso Cordoba — Instructional Aide (Stevenson) — Resignation effective 05/20/26
- Jesus O. Favela — ESS Instructional Aide (DHS) — Resignation effective 05/20/26
- Ashley Acedo — Instructional Aide (Stevenson) — Resignation effective 05/20/26
- Fatima Ruiz — ESS Instructional Aide (Joe Carlson) — Resignation effective 05/20/26
- Darian Paco — Parent Liaison (PHMS) — Resignation effective 05/28/26
- Ana Karen Moreno — Payroll Specialist II — Resignation effective 06/30/26
- Adalberto Figueroa — ESS Instructional Aide (PHMS) — Retirement effective 09/30/27

**E. Discussion/action on the approval of classified transfers.**

- Vanessa Monge — From ESS Instructional Aide (Clawson) to Administrative Assistant (TLD)
- Adalberto Figueroa — ESS Instructional Aide from Stevenson (6 hours) to PHMS (7 hours)
- Monica Valenzuela — From Parent Liaison (Joe Carlson) to Secretary (DHS)

**F. Discussion/action on the approval of ESI hire for Fiscal Year 2026-2027.**

**G. Discussion/information only for certified internal transfers.**

- Juan Esquer Counselor from DHS to RBMS
- Shennie Ramirez Teacher from PHMS to Sarah Marley

**H. Discussion/action on the approval of student observers.**

- Valerie Bojorquez UofA Pathway Student (Sarah Marley)
- Flor Tapia UofA Pathway Student (PHMS)
- Miriam Valdez UofA Pathway Student (Sarah Marley

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

- *Donation of $1,298.76 in transportation services from Suarez Brokerage to DHS for SkillsUSA Nationals chapter display competition in Atlanta, Georgia.*
- *Donation of two (2) Putt Masters from Mr. Joseph Salcido, Jr. to DHS Golf (est. value $108.68).*

**J. Discussion/action on the approval of appointment of District Hearing Officers for student discipline for School Year 2026-2027.**

**K. Discussion/action on the approval of Qualified Evaluators for Fiscal Year 2026-2027.**

**L. Discussion/action on the approval of authorized signatures for District banking accounts at Wells Fargo Bank for Fiscal Year 2026-2027.**

**M. Discussion/action on the approval of the appointment of Anthony Fimbres, Chief Financial & Operations Officer, as Student Activities/Auxiliary Treasurer for the District.**

**N. Discussion/action on the approval of revised Job Description for District Mail Courier.**

**O. Discussion/action on the approval of the Master Services Agreement between DUSD #27 and PresenceLearning, Inc.**

**P. 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 Policy and Policy Advisories immediately upon the first reading.**

- *Policy IKFB ..... Graduation Exercises*
- *Policy Advisory No. 960..... Policy DIE-Audits/Financial Monitoring*
  *Regulation DIE-R - Audits/Financial Monitoring*
- *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 GBEAA — Staff Conflict of Interest*
  *Exhibit GBEAA-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 GBEBC-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 GBECA — Nonmedical Use or Abuse of Drugs or Alcohol*
- *Policy Advisory No. 973..... **DELETED** Policy GBECB — Alcohol Use by Staff Members*
- *Policy Advisory No. 974..... Policy GBED — Smoking by Staff Members*
- *Policy Advisory No. 975.....Policy GBEF- Staff Use of Digital Communications and Electronic Devices*
- *Policy Advisory No. 976..... **DELETED** Policy GBEFA-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*
- *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*

**Q. Discussion/action to ADOPT the District Annual Expenditure Budget for Fiscal Year 2026-2027.**

## IV. INFORMATION ITEMS:

A. Announcements

- Next Regular Board Meeting ..... August 4
- First Day of School ..... August 5

## 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 9th day of July 2026 at 9:29Am

Ana C. Samaniego, Superintendent