

DOUGLAS UNIFIED SCHOOL DISTRICT #27
DOUGLAS, ARIZONA

Board Room
Central Administration Building

11:00 AM
June 30, 2026

Special Board Meeting
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 (Telephonically)

Others Present: Ana C. Samaniego, Superintendent
Denise Cox, Assistant Superintendent
Cesar Soto, Chief Financial & Operations Officer
Alma Valenzuela, Executive Secretary

Public Comments:
None.

II. ACTION ITEMS:

A. Discussion/action on the approval of salary increase for all DUSD #27 employees for Fiscal Year 2026-2027.

Mrs. Samaniego advised that they are proposing a 2% increase for Certified employees (teachers, TOSAs, counselors, etc.) and Administrators (Directors, Principals, etc.), and a \$0.50/hour increase for Classified employees. This was possible due to the restructuring earlier in the year, which allowed the administration to save close to \$750,000.00 in the M&O budget. She was tasked with the responsibility to restructure, do cost savings, and do whatever is possible within the means to be able to give a raise to employees. No raise was given last year. The administration worked hard on the budget and looked at possibilities that were fiscally responsible and sustainable. The total cost of the proposal is approximately \$454,450.00, and the M&O impact will be \$376,833.00 and the rest will be from grants. They feel very confident that this is a sustainable raise. Once the school year begins and a budget revision is done, they will look at the budget to see if any more can be done. For the moment, this is what is being proposed. Mr. Borane commented that, as stated by Mrs. Samaniego, only M&O and grant funds are being used. He believes it is good that something, in good faith, can be given to the staff. Mr. Lindemann commented that this will be of great help to the staff and anything can help offset the increase in health insurance. Mrs. Selchow commented that this is good; anything that will help the staff with the rise of costs for everything. Mrs. Samaniego commented that this recommendation is already embedded in the proposed budget.

¹A unanimous (5/0) 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	√		

Mr. Lindemann motioned to approve the salary increase for all DUSD #27 employees for Fiscal Year 2026-2027 as presented. Mr. Smith seconded the motion. Motion carried 5/0. ¹

B. Discussion/action on the approval of the DUSD #27 Administrative, Certified, Classified, and Extra Duty Salary Placement Schedules for Fiscal Year 2026-2027.

Mr. Soto advised that due to the increase approved for all employees, it is pertinent that the salary schedules be adjusted as well. Years ago, it was determined that they would not make changes to the salary schedules at the exact rate employees were getting. For example, under the Classified Salary Schedule, he added \$0.40, but all of the employees will be getting \$0.50 to avoid issues with new hires making the same amount of money as current employees. The same thing applies to the Certified Salary Schedule; it was increased by 1% and employees will be getting a 2% raise. The only schedule that did not change is the Extra Duty, but hopefully it will be looked at once the school year begins. Mr. Borane commented that this addresses, in a small way, the issue with new hires and current employees. Mr. Soto commented that another issue will be the potential increase of minimum wage in January; he is really hoping that the \$0.40 will be enough. He is confident that there will be enough in the budget if it needs to be revised for the minimum wage increase.

Mr. Lindemann motioned to approve the DUSD #27 Administrative, Certified, Classified, and Extra Duty Salary Placement Schedules for Fiscal Year 2026-2027 as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

C. Discussion/action on the approval of the Proposed District Annual Expenditure Budget for Fiscal Year 2026-2027.

Mr. Soto advised that there was a 2% increase approved by the Legislature to the per pupil allocation. This proposed budget reflects the approved salary adjustments and increases previously approved in this meeting. The proposed budget is very close to what was approved at the last revision (approximately \$26million in M&O and about \$3million in capital). There will be enough money to purchase vehicles and buses this year. The property tax will not be approved by the County until August and will be on the revised budget. He doesn't foresee an increase in the property tax and hopes it will decrease. The total M&O budget is \$26,401,718.00 and \$3,055,196.00 in capital. The unfilled positions are also encumbered. Mr. Lindemann asked what the new per pupil allocation is, as last year it was about \$5,113.00? Mr. Soto replied that this year's allocation is \$5,215.00.

Mr. Lindemann motioned to approve the Proposed District Annual Expenditure Budget for Fiscal Year 2026-2027 as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

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

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

- Samantha Renova From Administrative Assistant (CFPD; \$17.85) to Payroll Specialist II (\$21.31)
- *Danitza Diaz From Secretary (DHS; \$17.57) to Payroll Specialist I (\$19.31) *Ratification

E. Discussion/action on the approval of amendment to sole-source provider for Fiscal Year 2026-2027.

Mr. Soto advised that this is an amendment to the sole-source provider (Apptegy, Inc.) previously approved, to add additional services.

Mr. Lindemann motioned to approve the amendment to sole-source provider for Fiscal Year 2026-2027 as presented. Mrs. Selchow seconded the motion. Motion carried 5/0.

F. Discussion/action on the approval of certified hire.

Mrs. Samaniego advised that there was a vacancy for the Chief Financial & Operations Officer position with the departure of Mr. Soto. They are confident in their recommendation of Mr. Anthony Fimbres as the new Chief Financial & Operations Officer. There was an extensive search across Arizona and out-of-state. The committee conducted extensive interviews. Mr. Fimbres comes with a lot of experience in the business part of procurement and grants. Mrs. Samaniego commented that Mr. Fimbres is also part of the Arizona Association of Latino Administrators and Superintendents.

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

Mr. Borane commented that with the departure of Mr. Soto, a person who has been in that position for so long with all of his experience and knowledge, and confidence that the Board has had. The district is very fortunate to get somebody of Mr. Fimbres' caliber; his background is extensive, and he has earned many recognitions. It's also unique to find someone who is certified as a School Financial Officer. For clarification, the recommendation and motion include all of the background information, including his salary and benefits.

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

- Anthony Fimbres Chief Financial & Operations Officer \$120,000.00 M&O

III. INFORMATION ITEMS:

A. Announcements

- Superintendent Recognition

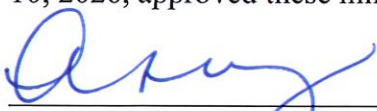
Mr. Borane gave brief remarks on Mr. Soto's 14 years of service and dedication to the District. Mrs. Samaniego presented Mr. Soto with a plaque for his 14 years of service. Mrs. Samaniego presented Mrs. Denise Cox with a plaque for her 30 years of service.

- Next Regular Board Meeting July 7, 2026
Meeting will be moved to Friday, July 10th at 11:00 a.m.

IV. 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 11:31 a.m.

Minutes prepared by Alma Valenzuela, Executive Secretary. The Board at their meeting on July 10, 2026, approved these minutes.



Ana C. Samaniego, Superintendent