

CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD
MINUTES TAKEN DURING REGULAR BOARD MEETING
TUESDAY, APRIL 14, 2026

6:00 PM

AT THE CAMP VERDE UNIFIED SCHOOL DISTRICT MULTI-USE COMPLEX LIBRARY
280 CAMP LINCOLN ROAD
CAMP VERDE, ARIZONA 86322

Vision

Providing students a safe and caring environment in which knowledge, skills, and attitudes
enable learners to become productive citizens
Respect, Integrity, Positive Relationships, Accountability

Mission

Our District will:

- Foster confidence, excellence, integrity, and a sense of belonging.
- Ensure each learner studies a challenging, academic, and relevant curriculum, which enhances social, emotional, physical and ethical development.
- Work in partnership with all families and the community as an organization of engaged, motivated lifelong learners.

REGULAR SESSION

6:00 PM

1. **WELCOME AND CALL TO ORDER**

Mrs. Petrie called the meeting to order at 6:00 PM.

2. **ROLL CALL**

Board members present were Sharon Petrie, Paul Hawk, Steven Gresham, Carol German and Maraya Oothoudt.

3. **PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE**

Incoming Middle School Principal Mrs. Trish Eberlein led the Pledge of Allegiance. There was a moment of silence.

4. **A STATEMENT OF THE GOVERNANCE TEAM'S SHARED PURPOSE AND GOALS FOR THE DISTRICT**

Board Member Maraya Oothoudt shared a quote from the Board Operational handbook by Nelson Mandela – "Education is the most powerful weapon which you can use to change the world."

5. **AGENDA REVIEW AND ACCEPTANCE**

Motion: Mr. Gresham moved, seconded by Mrs. German, to accept the agenda. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

6. **PUBLIC PARTICIPATION/CALL TO PUBLIC**

None.

7. **STAFF/STUDENT/COMMUNITY RECOGNITION AND CELEBRATION OF GOOD THINGS**

Superintendent Steve Hicks called it a privilege to recognize School Psychologist Dr. Sami Worssam. He presented her with a certificate of appreciation saying she is a solid pillar in the District on whom everyone leans. Mr. Hicks introduced Special Education Director Michelle Warburton. Ms. Warburton and district staff described

Dr. Worssam as brilliant, compassionate, altruistic, honorable, dedicated, and supportive. She carries teams through difficult times, meets timelines with professionalism, and makes staff and families feel safe, valued, and understood. Student Counselor Sara Boland and Teacher Nancy McKeehan joined in honoring Dr. Worssam. Teachers say they breathe a sigh of relief when she's in meetings helping craft solutions. She is a true role model, she shows grace under pressure, offers calm clarity, courage, and kindness in the hardest moments.

8. *SUPERINTENDENT/BOARD REPORTS*

A. *Introduction of incoming Middle School Principal Trish Eberlein*

Mr. Hicks thanked everyone who attended the meet-and-greet for incoming 2026–2027 Middle School Principal Trish Eberlein. He said we are happy to have her and invited her to introduce herself.

Ms. Eberlein thanked community members, staff, and board members for the warm welcome. With 26 years of experience, she said she is proud to join such a welcoming community and eager to get to work.

B. *Update on bond pursuit proceedings*

Mr. Hicks explained the district worked through the procurement process required for pursuing a bond consultant. State procurement rules require obtaining competitive quotes, which caused the delay. A consultant was selected yesterday and will help guide community outreach, and next steps forward.

C. *Update on CV4 Community happenings*

Mr. Hicks said there was a recent CV4C 501(c)(3) meeting which Mr. Gresham and Mr. Hawk attended. He asked Mr. Gresham to share his insights. Mr. Gresham said that this very small group of volunteers has been working hard to launch the stadium project, reaching out to builders and fundraising professionals. He stated the effort to secure a stadium for the school and community is challenging, a heavy lift, but achievable with collective support. He encouraged those in attendance to reach out, and get the word out, to donors and supporters.

9. *PRINCIPAL REPORTS*

The site leaders will give reports on campus happenings aligned with the strategic plan.

Principal Campbell introduced teachers Amanda Gagnon (4th grade) and Thomas Vasta (4th–5th grades), who presented on the Elementary School Native STEM Garden alongside students Reagan Drake and Mathew Becker. Mrs. Gagnon reported that the garden has grown significantly since receiving a \$1,500 grant from Arizona Game and Fish last year. She credited Mr. Vasta's experience with STEM garden programs for helping guide the project and expand its impact, including securing additional community support and donations. Students Reagan Drake and Mathew Becker shared their contributions to the garden's design and engineering. They said that all upper elementary students participated. They talked about efforts to attract monarch butterflies and reduce the school's environmental impact.

Principal LeBeau reported that the Middle School has completed a successful testing period, with strong student engagement and motivation. Staff held intentional conversations encouraging students to do their best and it worked. She talked about an incentive program, supported by the Family Support Specialist, including a grand prize raffle following testing. Mrs. LeBeau expressed pride in the students' efforts.

Principal Showers reported that CVHS has been active, with a successful prom held at the casino and continued progress through the testing season. He noted that the Drama Club will present *The Wizard of Oz* this Friday and Saturday, FFA students are preparing for the Verde Valley Fair (May 1–3), and spring sports are in full swing.

Mrs. Rowley, CVO/Accommodation School Director and Test Coordinator, reported that staff and students across campuses have worked diligently throughout statewide testing. She thanked staff for their teamwork, noting that despite challenges such as flu-related absences, testing is going strong.

10. POTENTIAL ACTION ON PERSONNEL MATTERS

2025-2026

A. RESIGNATIONS:

Michelle Culmo, Elementary Teacher, resignation effective 5-21-2026
Tammie Jones, Elementary Teacher, resignation effective 5-21-2026
Lori Warren, Middle School Administrative Assistant, resignation effective 5-28-2026
Erin Parker, Athletic Trainer, resignation effective 7-1-2026
Conception Ginter, Special Education Administrative Assistant, resignation effective 5-21, 2026

B. 2026-2027 HIRING RECOMMENDATIONS:

Jodi Connelly, Elementary Teacher
Marissa Federico, Elementary Teacher
Christina Barth, Elementary Teacher
Bob Kuhn, High School Woodshop Teacher

C. 2026-2027 TRANSFERRING STAFF

Anna Zagoya, from Middle School Teacher to Elementary School Mentor Teacher, including Mentor Stipend Pay
Lindsey Lowman, moving to Grade 5
Cheryl Blalock, moving to Grade 2
Heather Gillman, moving to Grade 1 (additional teacher approved March 10, 2026)
Stephanie Marrero, moving to .5 Reading Specialist (position approved March 10, 2026), and .5 ELL Teacher
Azia Eckman, moving to Grade 1
Jessica Smith, moving to Reading Specialist
Doree Mathews, from Special Education Paraprofessional to Bus Aide

D. 2026-2027 RECENTLY HIRED EMPLOYEES FOR REHIRE:

Brianna Busse, Hannah Daley, James Hardin, Jennifer Hinkle, Nicole Shivel, Sarah Sandoval and Olivia Vanhook

E. EXTRA DUTY

Stephen Simpson, Extra Duty Painting April – June (FY 2026) and July – August (FY 2027)
Brianne Buckley, Prom Sponsor (FY 2026)
Extended School Year: Jennifer Jackson, Venessa Herrera, Lacy Murphy, Alyssa Shuler, Daisy Garcia, Sara Cox, Samantha Carlton, Carly Gray, Johnabelle Eldon, Fatih Catour, and Kaleigh Gollihugh
CPR/First Aid: Megan Messick, Jennifer Hinkle, and Brianna Busse

F. VOLUNTEERS:

Sonia Caballero Nunez, Karen Chavira, Erin Cooley, Garrett Cupp, Emily Demiguel, Andrea Freeman, Rose Lopez Jordan, Susan Smull, Alyssa Danielle Valenzuela, Piki Wadsworth, Bernice Vasquez and Maraya Oothoudt

Motion: Mrs. German moved, seconded by Ms. Oothoudt, to approve the personnel matters A-E. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

Motion: Mr. Gresham moved, to approve Item 10.F, the listed volunteers. Mr. Hawk seconded the motion. The motion carried 4-0, with an abstention from Ms. Oothoudt.

Ayes: Petrie, Hawk, Gresham, and German

Abstention: Oothoudt

Nays: 0

11. POTENTIAL ACTION ON BUSINESS AND FINANCIAL MATTERS

- A. Payroll Vouchers in the amount of \$1,194,208.34
- B. Accounts Payable Vouchers in the amount of \$99,952.56
- C. Financial Updates
- D. Student Accounts

Motion: Mr. Gresham moved, seconded by Ms. Oothoudt, to approve that we pay the bills, approving the business and financial matters. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

12. POTENTIAL APPROVAL OF GOVERNING BOARD MINUTES

- A. Minutes taken during the March 10, 2026, Regular Meeting
- B. Minutes taken during Special Meeting on March 26, 2026

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the March 10, 2026 Regular and March 26, 2026 Special Meeting Minutes. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

13. POTENTIAL ACTION ON THE CONSENT AGENDA

- A. Potential Approval of Amendment to the 2026–2027 School Calendar: Approval to revise the 2026–2027 school calendar to designate July 2, 2027, in place of July 6, 2027, as the observed paid holiday for Independence Day, in accordance with Board Policy GCD – Professional/ Support Staff Vacations and Holidays
- B. Potential approval of High School Girls Basketball out of state travel to summer camp tournament in Southern California, June 24-29, 2026
- C. Potential acceptance of donation from Camp Verde Ace Hardware to the Camp Verde Elementary School Garden project with supplies worth approximately \$95.26
- D. Potential approval of amendment to agreement with Arizona State Schools for the Deaf and Blind with regard to Addendum C voucher reimbursements
- E. Potential approval to extend the Track coach stipend at Camp Verde High School due to high student participation; additional assistant coach pay of \$2,500 to be split three ways.
- F. Potential approval to extend the Track coach stipend at Camp Verde Middle School due to high student participation; additional assistant coach pay of \$1,250
- G. Potential acceptance of a donation to LaToya Lewy’s class project We’d Love You to Help Our Class!
- H. Potential approval of Kathie Kopp’s reclassification from Food Service Supervisor (hourly) to Food Service Director on the Ancillary Salary Schedule, after completion of all National School Lunch Program requirements
- I. Potential acceptance of a donation from Bedrock Landscape Materials & Supplies, to the Elementary School Garden project, supplies worth approximately \$ 854.18

Motion: Mrs. German moved, seconded by Ms. Oothoudt, to approve the Items on the Consent Agenda A-I. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

After the motion, Mrs. Petrie said she wanted to thank the teachers who put in extra time and effort to apply for grants and donations.

14. DISCUSSION AND POSSIBLE ACTION ITEMS

A. *Discussion/report on 2024-2025 aggregate performance scores of principals and teachers. No action requested.*

Mr. Hicks said according to policy, the Board receives this report each year. He went through the number of effective, highly effective and a few developing scores among the CVUSD faculty, according to their evaluations reported to the state. No action was taken.

B. *Discussion, report and possible action to accept the annual financial audit for school year 2024-2025 provided by Heinfeld Meech & Co., P.C.*

Mr. Hicks reported on the audit packet the Board members received. He reviewed the district's budgeting process, with a proposed budget in June, approval in July, and ongoing monitoring on a cash basis.

He explained that the required annual audit, driven by federal funding levels, evaluates financial data, internal controls, and long-term stability. The district received an unmodified (clean) audit opinion. A prior finding related to fixed assets has been resolved through a completed corrective action plan.

Mrs. German thanked the financial staff for their great work; saying they should be congratulated.

Motion: Mr. Hawk moved to accept the annual financial audit for school year 2024-2025 provided by Heinfeld Meech & Co. Ms. Oothoudt seconded the motion. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

C. *Discussion and possible action to add one full-time Special Education Paraprofessional to the Camp Verde High School staff starting the 2026-2027 school year.*

There was brief discussion on the item as Mr. Hicks stated, bottom line, there are some students at the high school that need one-on-one attention and this will answer that need.

Motion: Mrs. German moved to approve the addition of one full-time Special Education Paraprofessional to the Camp Verde High School Staff starting the 2026-2027 school year. Ms. Oothoudt seconded the motion. The motion carried 5-0.

Ayes: Petrie, Hawk, Gresham, German, and Oothoudt

Nays: 0

D. *Discussion regarding bond pursuit and tie in with Strategic Plan revision of 2024.*

Mrs. Petrie reviewed the district's Continuous School Improvement Plan/Strategic Plan as revised in November 2024, with input from staff, community members, and the Board. She talked about progress since that time, including the addition of a curriculum director, expanded course offerings, increased use of data-driven instruction, and improvements to infrastructure such as bandwidth and facilities. There was discussion on continued community growth, with approximately 1,400 new households and increased student enrollment, including 87 additional elementary students this year. Mrs. German concurred, saying she understood that CVUSD was the only growing district in Yavapai County.

The discussion on sustainability continued and evolved into a potential bond pursuit to address growth and infrastructure needs. There was some discussion on the viability of taking action on the item. Mr. Hicks clarified the consultant will conduct a community poll to assess public support and inform next steps. The

Board is expected to consider action next month regarding whether to pursue a bond and in what amount.

15. INFORMATION ONLY

A. *Enrollment Report*

16. BOARD/ADMINISTRATIVE REQUEST FOR FUTURE AGENDA ITEMS

Mr. Hawk requested the Board vote on the bond pursuit at the next meeting.

Mr. Gresham suggested a work session if the Board needs more information prior to taking a vote on the bond.

17. ADJOURNMENT

Motion: Mrs. German moved, seconded by Mrs. Oothoudt, to adjourn the meeting.

The motion carried 5-0.

The meeting was adjourned at 7:07 PM.

18. SIGNING OF DOCUMENTS