

CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD MINUTES
TAKEN DURING MEETING
OPEN TO THE PUBLIC ON MARCH 10, 2026
REGULAR MEETING
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
Board President Sharon Petrie called the meeting to order at 6:00 PM.
2. ROLL CALL
Board Members present were Sharon Petrie, Paul Hawk, Carol German, Maraya Oothoudt, and Steven Gresham.
3. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE
High School Math Teacher Dan Wall 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
Mrs. Petrie shared something from a training session that stuck with her. She reflected on the significant responsibility of serving as a school board member and the impact board decisions have on the future of the district. She talked about the importance of approaching governance strategically and remaining dedicated to the work.
5. AGENDA REVIEW AND ACCEPTANCE
Motion: Mr. Gresham moved to accept the agenda as reviewed. Ms. Oothoudt seconded the motion. The motion carried 5-0.
Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0
6. PUBLIC PARTICIPATION/ CALL TO PUBLIC
None.
7. STAFF/STUDENT/COMMUNITY RECOGNITION AND CELEBRATION OF GOOD THINGS
Mr. Hicks introduced Life Skills Teacher Nancy McKeehan and seventh-grade students Keira Freeman, Madalynn Friedrich, and Marley Raikowski-McBride, who

shared their experiences in the Peer Buddies Program. Under the guidance of student counselor Ms. Boland, students participate in lunch teams, reading games, and social activities, building meaningful connections. Keira, Madalynn, and Marley each described their bond with these special students and talked about the program as a favorite part of their day. They expressed interest in continuing it next year and expanding it to the high school. Mrs. McKeehan noted that what started with uncertainty in implementing the new elective has grown into something very special.

8. SUPERINTENDENT/BOARD REPORTS

A. UPDATE ON E-RATE PROJECTS

Mr. Hicks reported on district technology projects underway and planned for summer: wireless upgrades (approximately \$97,000), internal fiber cabling for improved connections (\$18,000), and expansion of the main hub over five years (approximately \$60,000), including a bigger firewall and WAN improvements. Mr. Hicks said the three-year fiber-optic push has been awaiting town approval for six months. The company is taking a different route and digging on district property in order to get the job done (estimated cost of \$254,000). Mr. Hicks said E-rate federal funding covers 80–95% of the cost for these projects.

B. UPDATE ON ANNUAL AUDITOR GENERAL'S CLASSROOM SPENDING REPORT

Mr. Hicks presented the annual report showing the district's performance relative to peers and the state, including demographics, finances, and student proficiency. The poverty rate decreased, and the special education population increased. The district allocates most funding to classroom instruction, keeping administrative costs low, which strengthens classrooms but presents challenges for the lean administrative team.

9. PRINCIPAL REPORTS

A. *The site leaders will give reports on campus happenings.*

Middle School Principal LeBeau provided a handout on student NWEA Reading and Math benchmark data from fall to winter. She reported that students showed strong growth, with data indicating progress above the 60th percentile in both reading and math so far this year.

High School Principal Showers introduced Math Department Chair Mr. Wall and ELA Department Chair Mrs. Buckley, who provided reports on student performance. Mr. Wall reported significant growth in Algebra I, Algebra II, and Geometry, with testing conducted in August, again before winter break, and a final assessment planned for the end of the year. Students in Algebra II showed the most significant gains, with 8% growth. Mrs. Buckley shared reading benchmark results, highlighting growth across all grade levels, particularly a 13% improvement among tenth-grade students.

Elementary Principal Campbell provided a handout showing benchmark growth in reading and math at the elementary school. The data included Reflex and Frax program usage and highlighted student growth in math. Second and third-grade students are demonstrating the most significant gains in both reading and math. Board Member Gresham thanked the principals for their reports and noted he recently observed high school staff interacting with students and noted that their care and positive relationships are evident.

10. POTENTIAL ACTION ON PERSONNEL MATTERS

A. RESIGNATIONS/RETIREMENTS/RELEASES:

Bethany Brothers, Elementary Teacher, resignation effective 5-21-2026

Christina Berrelez, Paraprofessional, resignation effective 2-3-2026

Eric Hansen, Middle School Math Teacher, retirement effective 5-21-2026

- Jenissa Stauffer, Bus Driver, resignation effective 2-19-2026*
- B. RETIRING TO RETURN VIA EDUCATIONAL SERVICES INC.:
Lisa Mina, Middle School Science and Gifted Teacher, retiring August 8, 2026, to return via ESI, August 9, 2026
Darrell Lewis, High School Math Teacher, retiring May 21, 2026, to return via ESI, July 28, 2026
Steve Hicks, Superintendent, release of contract, retiring June 30, 2026, to return via ESI, July 1, 2026
Mary Hudson, Board/ Superintendent Assistant, retiring June 30, 2026, to return via ESI, July 1, 2026
- C. 2025-2026 HIRING RECOMMENDATIONS:
Brianna Busse, Paraprofessional
Nicole Shivel, Bus Aide
- D. 2025-2026 TRANSFERS:
Michael Conerly from Bus Aide to Driver – New Position (addition of a bus driver)
- E. EXTRA DUTY:
Hayley Brewer, Friday Camps Sub
CPI (Crisis Prevention Institute Training): Jenni Jackson, Tony Graham, Nancy Martindale, Michael Conerly, Mary VanKleeck, James Hardin, Neil Morgan, Anne Mount, Jennifer Hinkle, Dennis Scheuer, Olivia Van Hook, Sarah Sandoval, Daisy Garcia, Melissa Elenes
- F. VOLUNTEERS:
Elementary:
Elizabeth Baugh, Angel Brown-Rosales, Briann Dewey Busse, Sonia Nunez, Nicole Christensen, Jennifer Coleman, Kassidy Davis, Melissa Gonzalez, Amber Griswold, Laura Allen Molina, Tania Molina-Valdez, Artemisa Olague, Courtney Rezzonico, Raymond Wilson, Lizett Pesqueira, Desirae Casaus, Kassondra Garcia
Jon Huey, Delaney Church Pottorff, Justine Santos, Adilene Miranda, Artemisa Olague, Jamie Rein, Cherie Anzar, Melody Brady, Ana Cobarrubias, Jason Cobarrubias, Judish Gibbs, Jennifer Hardin, Elisha Miller, Rachel Nussberger, Meghan Smark, and Serena Whitacker
Middle School:
Marika Gacia, Patricia Cochran, Ariana Cruz, and Meredith Reen
High School:
Ryan Wooddisse, Justina Bouse, Daria Weir, Ashlee Bueler, and Audrey Worden
- G. CVMS SPRING COACHES:
Baseball Volunteer: Kirk Jagow
Softball Volunteers: Duane Oothoudt, Oscar Zagoya, Barbra Robles, Garrett Cupp, and Melinda Battise
Soccer Volunteer: Cody Fant
- H. 2026-2027 REHIRES:
Margo Angeli, United Christian School Paraprofessional
Azia Ekman, Elementary Teacher
Lisa Mina, Middle School Teacher
- I. 2026-2027 HIRING RECOMMENDATIONS:
Marcie Welker, Elementary Teacher
- J. 2026-2027 TRANSFERS:
Jenni Jackson, Special Education Teacher from Elementary School to High School
Faith Catour, from ES General Education Teacher to Special Education
- Motion: Mrs. German moved to approve personnel matters A- J. The motion was seconded by Mr. Hawk. The motion carried 5-0.
 Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
 Nays: 0

11. POTENTIAL ACTION ON BUSINESS AND FINANCIAL MATTERS

The expense vouchers are available for public inspection at the District Office, located at 410 Camp Lincoln Rd, Camp Verde, AZ 86322

- A. Payroll Vouchers in the amount of \$ 1,174,575.53
- B. Accounts Payable Vouchers in the amount of \$ 515,010.20
- C. Financial Updates
- D. Student Accounts

Motion: Mrs. German moved to pay the bills and approve the business and financial matters. The motion was seconded by Mr. Hawk. The motion carried 5-0.

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

Nays: 0

12. POTENTIAL APPROVAL OF GOVERNING BOARD MINUTES

- A. Minutes taken during the February 10, 2026, Regular and Work Session Meeting

Motion: Mr. Hawk moved to approve the minutes taken February 10, 2026, during the regular and work session meetings. The motion was seconded by Mr. Gresham. The motion carried 5-0.

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

Nays: 0

13. POTENTIAL ACTION ON THE CONSENT AGENDA

Consent items are used as a time-saving device when there are certain items on the agenda which are unlikely to require extensive discussion by the Board and are ministerial in nature. Public bodies often take one vote to approve or disapprove the consent agenda as a whole. Any matter on the consent agenda will be removed from the consent agenda and discussed as a regular agenda item upon the request of any Board member. Documentation concerning the matters on the consent agenda is available from the District Office.

- A. Potential approval of an amendment to the Ancillary Salary Schedule to Increase the Starting Salary for Lead Mechanic to support recruitment and retention of a Qualified Diesel Mechanic in the transportation department
- B. Potential approval of School Bus Purchase – 2019 Blue Bird T3 RE 4006 at a cost of \$ 102,966.50
- C. Potential approval of Northern Arizona University student placement agreement for Camp Verde Unified School District beginning July 1, 2026, though June 30, 2031
- D. Potential acceptance of donation from BNY Pershing to Denise Meyer's Classroom in the amount of \$200.00
- E. Potential acceptance of donations from Camp Verde Kiwanis Club to include: Charly Robinson's High School Resource Class for tools for Improving Focus, in the amount of \$ 173.57
Megan Messick's School Nurse for Lice Kits and Hygiene Support, in the amount of \$180.00
Erin LeBeau's Middle School Principal for incoming 6th graders to receive CVMS logo water bottles, in the amount of \$350.00
- F. Potential approval of Camp Verde Elementary School PTO fundraiser – Fun Run
- G. Potential approval policies as Second Read DIE and DIE-R Audits/Financial Monitoring
- H. Potential acceptance of a donation from Donors Choose to Nancy McKeehan's Middle School classroom project Operation Sparkle Squad in the amount of \$598.27
- I. Potential acceptance of a donation from Home Depot to Elementary Teacher's Thomas Vasta and Amanda Gagnon's garden project Stem and Science Learning in the amount of \$1,250.00
- J. Potential acceptance of quote for wireless LAN and cabling access points from e-rate eligible VISP Group, in the amount of \$104,498.83

Mrs. Petrie explained that items are placed on the consent agenda to save time; however, any Board member may request that an item be pulled for discussion.

Mrs. German noted and thanked the staff members for seeking donations to support their classroom projects.

Motion: Mrs. German moved to approve the matters on the consent agenda. The motion was seconded by Ms. Oothoudt. The motion carried 5-0.

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

Nays: 0

14. DISCUSSION AND POSSIBLE ACTION ITEMS

- A. *Discussion and possible action to approve the addition of a half-time (.5 FTE) Reading Specialist at Camp Verde Middle School beginning the 2026-2027 school year.*

Mr. Hicks presented items A and B together for consideration. He noted that the district is working with current-year funding and will not know the final budget for the 2026–2027 school year until August 2027, after that school year concludes. However, the district anticipates continued enrollment growth and expects the legislature to keep school funding relatively steady. Based on these projections, the administration is making informed estimates about what the district can reasonably afford.

Mr. Hicks stated that the proposed positions would support the district's momentum and academic growth. The positions would require SEI (Sheltered English Instruction) and Reading endorsements.

Motion: Mrs. Petrie moved, seconded by Mrs. German, to approve the addition of a half-time (.5 FTE) Reading Specialist at Camp Verde Middle School beginning the 2026–2027 school year. The motion carried 5–0.

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

Nays: 0

- B. *Discussion and possible action to approve the addition of a half-time (.5 FTE) Reading Specialist at Camp Verde Elementary School beginning the 2026- 2027 school year.*

Motion: Mr. Hawk moved, seconded by Mrs. German, to approve the addition of a half-time (.5 FTE) Reading Specialist at Camp Verde Elementary School beginning the 2026–2027 school year. The motion carried 5–0.

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

Nays: 0

- C. *Discussion and possible action to approve a new course offering Life Time Sports at Camp Verde High School beginning the 2026-2027 school year.*

Principal Showers answered questions regarding the course content and explained that the high school had offered the elective in the past and would like to reintroduce it. With student preregistration already underway for next year, adding the elective would help relieve overcrowding in some classes. It was noted that five teachers are currently teaching during their prep periods and receiving stipends; adding the course would allow the school to eliminate those stipends and instead fund the position.

Motion: Mr. Hawk moved, seconded by Mr. Gresham, to approve a new course offering Lifetime Sports at Camp Verde High School beginning the 2026-2027 school year. The motion carried 5-0.

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

Nays: 0

D. Discussion and possible action to approve the addition of a full-time (1 FTE) First Grade Teacher at Camp Verde Elementary School beginning the 2026-2027 school year.

Mr. Hicks and Principal Campbell explained that this year's Kindergarten classes each have 26–27 students, with an additional dozen or so first graders expected to enroll during registration. To avoid first-grade class sizes exceeding 30, the administration is proposing an additional teacher. Currently, there are five teachers per grade level; approval of this position would bring first grade to six teachers. The cohort also includes a significant number of students with special needs, further supporting the need.

Motion: Mrs. German moved, seconded by Ms. Oothoudt, to approve the addition of a full-time First Grade Teacher at Camp Verde Elementary School beginning the 2026-2027 school year. The motion carried 5-0.

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

Nays: 0

E. Discussion and possible action to award Teaching Staff a step on the Certified Salary Schedule effective July 1, 2026, and approve the certified salary schedule for the 2026-2027 school year.

Mr. Hicks thanked the Board members for coming in and talking about this item prior to consideration, as it is complicated. He said the recommendation was to award members on the certified staff salary schedule a step increase effective July 1, 2026, resulting in an average 1.61% base salary increase. He explained that the salary schedule is structured to encourage longevity and continued education, with increases tied to years of service and educational advancement.

In addition to the step Proposition 301 performance pay is typically finalized later in the school year, and then those funds are distributed. The recommended overall increase for teachers on the schedule was expected to average approximately 4%, similar to the prior year.

There was discussion on Proposition 301 funds and how they are distributed in installments during the year, with a portion paid throughout the year and a final portion paid at the end of the year.

Mrs. German expressed concern that teachers who have reached the max on the salary schedule would not receive a step increase. She suggested adding an additional 2% increase across the salary schedule.

Mr. Hicks answered questions on affordability and estimated the 2% adjustment would cost the district approximately \$66,000. Board members discussed the district's financial capacity to support the increase, with Mr. Gresham noting the importance of maintaining community support given the district's limited resources and the possibility of future bond discussions.

Motion: Mr. Gresham moved, seconded by Mr. Hawk, to award staff on the certified salary schedule a step, and to approve a 2% increase to the schedule for the 2026-2027 school year, effective July 1, 2026.

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

Nays: 0

F. Discussion and possible action to award the Classified Staff one step on the Classified Salary Schedule effective July 1, 2026, and approve the classified salary schedule increase of 2.17 % for the 2026-2027 school year, for a total raise in pay of approximately 4%.

There was some discussion on classified staff and hourly wages vs. salaried staff.

Motion: After brief discussion Mrs. German moved, seconded by Ms. Oothoudt, to award the Classified Staff one step on the Classified Salary Schedule effective July 1, 2026, and approve the classified salary schedule increase of 2.17 % for the 2026-2027 school year, for a total raise in pay of approximately 4%.

Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0

G. *Discussion and possible action to raise current Administrator salaries by 4% to take effect July 1, 2026.*

There was brief discussion as Mrs. Petrie reiterated from an earlier report that the school administrators are paid below average plus they are doing the work of many people.

Motion: Mr. Gresham moved, seconded by Ms. Oothoudt, to raise current administrator salaries by 4% to take effect for the 2026-2027 school year.

Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0

H. *Discussion and possible action to raise current Ancillary employee salaries by 4%, effective July 1, 2026.*

Mr. Hicks said this is consistent and in line with budget expectations. With factors and variables considered, it is feasible.

Motion: Mrs. Petrie moved, seconded by Ms. Oothoudt, to raise current ancillary employee salaries by 4% to take effect for the 2026-2027 school year.

Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0

I. *Discussion and possible action to schedule a meeting for the purposes of the Superintendent's formal evaluation in June of 2026.*

Mrs. Petrie noted that policy requires only one evaluation per year and recommended continuing with that schedule. The Board discussed whether to hold the evaluation before or after the regular meeting and agreed to conduct it after the regular meeting on June 9, 2026.

Motion: Mr. Gresham moved, seconded by Ms. Oothoudt, to schedule the Superintendent's formal evaluation for June 9, 2026, following the regular Board meeting.

Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0

K. *Discussion and possible direction to administration regarding further exploration, feasibility, scope, timing, and other directions of a potential bond election.*

The Board discussed exploring a potential bond election. Mr. Hicks recommended hiring a consultant experienced with local school bonds to work with the PAC committee, survey district households, and advise on strategy. Most of the consultants' fee would be allocated to the survey and paid from district funds. Mr. Gresham emphasized the importance of outside support and starting soon to meet a possible November ballot. Mr. Hawk proposed conducting the survey first, reviewing results, and then deciding whether to proceed.

Motion: Ms. Oothoudt moved, seconded by Mr. Hawk, to direct administration to further explore the feasibility, scope, timing, and other considerations of the bond, including hiring a consultant.

Ayes: Petrie, Gresham, Oothoudt, German, and Hawk
Nays: 0

15. INFORMATION ONLY

A. *Enrollment Report*

16. BOARD/ADMINISTRATIVE REQUEST FOR FUTURE AGENDA ITEMS

17. ADJOURNMENT

Motion: Mrs. German moved to adjourn the meeting. Mr. Hawk seconded the motion.
The motion carried 5-0.

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

Nays: 0

The meeting adjourned at 7:38 PM

18. SIGNING OF DOCUMENTS