CAMP VERDE UNIFIED SCHOOL DISTRICT BOARD MINUTES
TAKEN, DECEMBER 9, 2025
DURING THE REGULAR MEETING AT 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.*

6:00 PM
PUBLIC HEARING ON BUDGET ADOPTION
REGULAR SESSION

1. *WELCOME AND CALL TO ORDER*
Mrs. Petrie called the meeting to order at 6:00 PM.

2. *ROLL CALL*
Board Members in attendance were Sharon Petrie, Carol German, Steven Gresham, Paul Hawk, and Maraya Oothoudt.

3. *PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE*
Principal Mark Showers led the Pledge of Allegiance. There was a moment of silence.

4. *PRESENTATION, CALL TO THE PUBLIC, AND POTENTIAL ADOPTION OF THE REVISED DISTRICT BUDGET FOR THE 2025–2026 SCHOOL YEAR*
Mr. Hicks noted that the budget revision wasn't required by the state, but it was wise for the district to update. December provides a clearer picture of Average Daily Membership and student enrollment than the July adoption, resulting in a $300,000 increase. The budget is lean—no extra fluff. Forest fees are expected this year as a cash fund, though M&O and Capital funds are used first.
Public Participation: None.
Motion: Mr. Gresham moved, seconded by Mr. Hawk, to approve the 2025-2026 revised budget. Motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

5. *A STATEMENT OF THE GOVERNANCE TEAM'S SHARED PURPOSE FOR THE DISTRICT*
Mr. Hicks shared from the Governance Team handbook, saying it is easy to get distracted with all that goes on around us. However, we believe our shared purpose is to build trust and move the district forward. We are a team with a common focused direction, so we are not a distraction to the District or community, but a catalyst for the focused efforts of employees, and the community can see evidence of this focused direction. Mr. Hicks summarized, Keep the main thing, *The Main Thing.*

6. *<u>AGENDA REVIEW AND ACCEPTANCE</u>*
   <u>Motion</u>: Mr. Hawk moved, seconded by Ms. Oothoudt, to accept the agenda as outlined. The motion carried 5-0.
   Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
   Nays: 0

7. *<u>PUBLIC PARTICIPATION/CALL TO PUBLIC</u>*
   None.

8. *<u>SUPERINTENDENT/BOARD REPORTS</u>*

A. *Teacher Pay and 301 Report*
Mr. Hicks addressed an email the Board received regarding teacher salaries, which suggested they are lagging behind inflation. He clarified that steps on the salary schedule are not tied to years worked, though the district aims to award steps annually. In addition to salaries outlined on the schedule, $15,000 was paid per teacher last year from 301 funds. Over the past five years, teacher pay has increased 23.9%, outpacing inflation of 16.5%.
Mr. Hicks said Salary schedules are updated periodically, and in January, the Board will revisit the salary schedules for the next school year. The district's average teacher salary is $3,800 above the state average. Mr. Hicks talked about the Board's continued support for the teachers and reminded them Arizona is still behind the nation in education funding and support for its teachers.

B. *<u>PRINCIPAL REPORTS</u>*
The site leaders will report on campus happenings.
CVO/Accommodation Director Rowley provided a handout on student attendance, noting ongoing concerns. Students are allowed 14 absences per year; currently, 45 students have exceeded that limit, with one student missing 43 days. Mrs. Rowley emphasized the need for increased communication regarding this issue, with both students and parents.
Elementary Assistant Principal Brewer reported on benchmark testing. Kindergarten students are showing significant progress. She also shared upcoming events: the Kindergarten musical will be held next Wednesday, December 17, at 6 PM, and the Reindeer Run will take place that Thursday, beginning at 1 PM. Board members were invited to attend.
Middle School Principal LeBeau provided MAP benchmark testing results, comparing last winter to this winter. Though not yet scoring in the High Achievement quadrant, all scores appeared in the High Growth quadrant, with notable progress in both reading and math, but particularly strong growth in math.
High School Principal Showers reported on the 27th annual Yvonne Johnson Memorial Shootout, to be held December 29–30. Mr. Showers shared a personal connection, having coached Yvonne Johnson from 1997–1999; she passed away in a car accident that summer. The event, sponsored by the Yavapai Apache tribe, brings together boys' and girls' teams from across the state.

9. *<u>POTENTIAL ACTION ON PERSONNEL MATTERS</u>*
   A. *<u>Resignations:</u>*
      Beth Olson, Elementary Teacher, Resignation effective May 21, 2026
   B. *<u>Hour and/or Step Changes</u>:*
      <u>Bus Aides</u>:
      Denise Consolvo, increased hours
      Sarah Simpson Brewer, decreased hours, as needed only
      <u>Drivers</u>:
      John Higley, Full-time

Special Education:
Jessika Warburton, from Paraprofessional to Licensed Certified Occupational Therapist Assistant (COTA)

C. *New Hire:*
Christina Berrelez, Paraprofessional

D. *Extra Duty:*
Shannon Murdock, Middle School Yearbook Advisor
Anna Zagoya, Middle School Student Council Advisor
Jordan Harris, High School Student Council Advisor
Kristi Mulcaire, High School FFA Sponsor
Tina Purinton, Skills USA Sponsor
Tina Purinton, Yearbook Sponsor
Joseph Stoltman, National Honor Society Sponsor
Charity Worden, Choir Director
Charity Worden, Drama Sponsor

Motion: Mr. Gresham moved, seconded by Mrs. German, to approve the Personnel Matters, 10. A-D.
The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

10. *POTENTIAL ACTION ON BUSINESS AND FINANCIAL MATTERS*
   A. *Expense Vouchers in the amount of $ $433,695.88*
   B. *Payroll Vouchers in the amount of $ $1,163,036.58*
   C. *Financial Updates*
   D. *Student Auxiliary Accounts*

Motion: Mrs. German moved, seconded by Mr. Hawk, to pay the bills, approving the Business and Financial Matters.
The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

11. *POTENTIAL APPROVAL OF GOVERNING BOARD MINUTES*
   A. *Minutes taken during the November 12, 2025, Regular Meeting*
   B. *Minutes taken during the December 2, 2025, Joint Meeting with the Yavapai-Apache Council*

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the Minutes taken during the November 12, 2025, Regular Meeting and the Minutes taken during the December 2, 2025, Joint Meeting with the Yavapai-Apache Council.
The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

12. *POTENTIAL ACTION ON THE CONSENT AGENDA*
   A. *Potential acceptance of a donation from the Kiwanis Club of Camp Verde for gift card incentives for English Learner students reaching proficiency on the AZELLA testing, in the amount of $200.00*
   B. *Potential adoption of curriculum for CVHS English Language Learners Class, One-year Course Curriculum through Teachers Pay Teachers.*
   C. *Potential adoption of curriculum for CVHS Agriculture Science Class, iCEV*
   D. *Potential acceptance of a donation from Lighting Unlimited, represented by Dave Inman, in support of the Dark Sky Community: 38 LSI Mirada Wall Packs, valued at $33,250, to be installed on district campuses.*

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the consent agenda items A-D.

The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

13. <u>*DISCUSSION, REPORT, AND POSSIBLE ACTION ITEMS*</u>

A. *Discussion and possible action to approve the letter of support for the CV4C Camp Verde 4 Community Stadium Project.*

<u>Motion</u>: After brief discussion, Mrs. German moved, seconded by Mr. Greham, to approve the letter of support for the CV4C Camp Verde 4 Community Stadium Project.
The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

B. *Discussion on Board Self-Evaluation and potential action to set Governing Board goals.*

Mrs. Petrie led the discussion, saying goals are needed and should align with the evaluation the Board performed earlier this year. She read the current goals aloud, asking the Board members to weigh in. The topic of addressing facility needs due to student growth was a focus of discussion, supporting the initiatives to grow the facilities to meet the needs.
The Board agreed to keep two of the goals as ongoing and to amend one to support the need for more space.
<u>Motion</u>: After discussion, Mr. Hawk moved, seconded by Ms. Oothoudt to approve the following goals:

- Focus policy decisions on what is necessary for all students to achieve at high levels.
- The Governing Board will focus on system-wide continuous improvement requiring regular reports from administration on progress and goals pertaining to the strategic plan and a continuous improvement process.
- In collaboration with staff and community, maintain a district strategic plan with goals and outcomes to include investigating options to address the needs related to student population growth.

The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

C. *Discussion and possible action regarding the Informal Performance Evaluation of the Superintendent. The Board may vote to convene in Executive Session according to A.R.S. §38-431.03(A) (1) for the discussion of Personnel Matters.*

<u>Motion</u>: Mr. Gresham moved to enter executive session (as agendized). Mrs. German seconded the motion. The motion carried 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0
The Board entered executive session at 6:54 PM.
The Board exited executive session at 7:17 PM.

D. *Discussion and possible action to award withheld performance pay to the superintendent based on an adequate performance review.*

<u>Motion</u>: Mr. Hawk moved, seconded by Ms. Oothoudt, to award the superintendent the performance withheld. The motion passed 5-0.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0

14. *BOARD REQUEST FOR FUTURE AGENDA ITEMS*
There was a request from Mr. Hawk to talk about bonds. Mr. Hicks confirmed this item will be addressed during a work session on February 10, at 5:00 PM.

15. *ADJOURNMENT*
Motion: Mr. Hawk moved, seconded by Mrs. German, to adjourn the meeting. The motion carried unanimously.
Ayes: Petrie, Oothoudt, Gresham, German, and Hawk
Nays: 0
The meeting adjourned at 7:20 PM.

16. *SIGNING OF DOCUMENTS*