

CAMP VERDE UNIFIED SCHOOL DISTRICT
BOARD MINUTES TAKEN DURING
June 9, 2026
WORK SESSION
5:00 PM
REGULAR MEETING
6:00 PM
AT THE CAMP VERDE UNIFIED SCHOOL DISTRICT MULTI-USE COMPLEX THEATER
280 CAMP LINCOLN ROAD
CAMP VERDE, ARIZONA 86322

5:00 PM Work Session

1. WELCOME AND CALL TO ORDER
Mrs. Petrie called the meeting to order at 5:00 PM.
2. ROLL CALL
Board Members present were Sharon Petrie, Paul Hawk, Steven Gresham, and Carol German.
Board Member Maraya Oothoudt was absent.
3. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE
Mr. Hicks led the Pledge of Allegiance. There was a moment of silence.
4. DISCUSSION AND POSSIBLE ACTION REGARDING THE FORMAL PERFORMANCE EVALUATION OF THE SUPERINTENDENT. THE BOARD MAY VOTE TO CONVENE IN EXECUTIVE SESSION PURSUANT TO A.R.S. §38-431.03(A) (1) FOR THE DISCUSSION OF PERSONNEL MATTERS.
Motion: Mrs. German moved, seconded by Mr. Gresham, to convene in executive session pursuant to A.R.S. §38-431.03(A) (1). The motion carried 4-0.
Ayes: German, Gresham, Hawk and Petrie
Nays: 0
The Board entered executive session at 5:02 pm.
The Board exited executive session at 5:41 pm.
5. DISCUSSION AND POSSIBLE ACTION TO AWARD SUPERINTENDENT PERFORMANCE PAY ALLOWANCE FOR THE SUPERINTENDENT, WHICH IS ½ OF THE 3% WITHHELD FOR THE SCHOOL YEAR 2025-2026.
Motion: Mrs. German moved, seconded by Mr. Gresham, to award the superintendent performance pay allowance. The motion carried 4-0.
Ayes: German, Gresham, Hawk and Petrie
Nays: 0
The Board took a recess at 5:52 and returned at 6:00 PM.

6:00 PM REGULAR SESSION

1. WELCOME AND CALL TO ORDER
Mrs. Petrie called the regular meeting to order at 6:00 PM.
2. ROLL CALL
Board members present were Sharon Petrie, Steven Gresham, Carol German, and Paul Hawk.
Maraya Oothoudt was absent.
3. PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE

Mrs. Petrie called for 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 Gresham shared that he was very honored to serve on the Governing Board and alongside Steve Hicks. He expressed excitement about efforts to improve the district's financial position and bring district resources in line with those of neighboring districts.

5. AGENDA REVIEW AND ACCEPTANCE

Motion: Mr. Hawk moved, seconded by Mrs. German, to accept the agenda. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

6. PUBLIC PARTICIPATION/ CALL TO PUBLIC

None.

7. STAFF, STUDENT, COMMUNITY RECOGNITION/ CELEBRATION OF GOOD THINGS

Mr. Hicks shared several updates on summer projects and preparations for the upcoming school year. The district recently completed the construction phase of a major technology upgrade, replacing aging copper infrastructure with fiber optic cable to improve network speed and reliability. Additionally, technology is working on safety improvements including the installation of a new security system with visitor management and camera systems funded through a safety grant.

Mr. Hicks talked about the success of the summer meal distribution program, which has already surpassed last summer's congregate food participation, and reported that staff are exploring breakfast-in-the-classroom options to increase student access to breakfast.

He reported that maintenance and facilities crews are busy preparing campuses for the new school year through classroom relocations, and assisting with library space renovations, gym floor refinishing, HVAC improvements, and other facility upgrades.

Mr. Hicks also announced that Blue Cross Blue Shield will host a community health fair on July 27, (from 1-5 PM) at the middle school gym, offering immunizations, sports physicals, dental screenings, backpacks, hygiene kits, and food distribution for families.

8. SUPERINTENDENT/ BOARD REPORTS

A. *Information/ Reports from Summer Leadership Institute Attendees*

Mr. Hicks shared his takeaways from the legislative update, including discussions regarding school funding, school facilities funding, ongoing litigation involving the State, and the continued impact of ESA vouchers on Arizona's education system.

Board Member Hawk attended several breakout sessions and reported on the Rural Alliance presentation that explored a shift in Arizona. The session focused on factors attracting families and remote workers to rural communities, including quality of life, affordability, and a sense of safety and community.

Board Member Petrie shared that she enjoyed keynote speaker Jon Petz, whose message emphasized that every moment counts and every person matters. She also attended a presentation by Dr. Chad Gestson of the Arizona Institute for Education and the Economy, who discussed artificial intelligence, digital fluency, adaptability, self-awareness, critical thinking, and the importance of educating the whole child.

9. POTENTIAL ACTION ON PERSONNEL MATTERS

- A. Resignations/Retirements:
Nick Pabst, High School Spanish Teacher, resignation effective 5-22-2026
Stephen Simpston, Bus Aide, resignation effective 6-2-2026
Rolande LeBourveau Karn, Elementary Teacher, resignation effective 5-22-2026
- B. Hiring Recommendations 2026-2027:
Natalia Stoltman, Elementary Teacher
John Krebs, High School Special Education Teacher
Calliandra Brooks, Elementary Teacher
Roxana Almendarez, Paraprofessional
Ray Ledvina, Theater Technician – Rehire
- C. Transfers 2026-2027:
Carlie Gray, from Paraprofessional to Middle School Math Teacher
- D. Extra Duty:
Transportation Summer Work: James Hardin, Summer Bus Driver and Interoffice Mail; Mary Kathy VanKleeck, Summer Bus Aide; John Ashby, Summer Bus Driver; Rosa Cruz Pasos, Dispatcher Transportation Office Organization; Neil Morgan, Summer School Driver; Sarah Simpson Brewer, Summer School Driver; John Higley, Summer School Driver; Daisy Garcia, Summer School Aide
High School Summer Work: Jane Mathews, CVHS Counseling Summer Duties.
Elementary Summer Work: Olivia Massey, CVES AR Library Moving; Dawn Ritzenthaler and Kim Carrillo, Summer Enrollment 2025-2026 (June) and 2026-2027 (July); Rosalinda Rendon, Summer School Substitute; Denise Meyer and Anna Zagoya, Summer Data Analysis
Middle School Summer Work: Michael Penrod, Summer School Teacher.
Kindergarten Jump Start: Soledad Lara Montoya; Shelly Wilcoxson; Cheyenne Ferlazzo; Kristen Mezulis; and Azia Ekman
Teachers In-Service at The Writing Revolution: Cheryl Blaock, and Hanna Daley
Teachers In-Services at Dan Mulligan Literacy: Melanie Atkin, Blair Campbell, Shannon Murdock, Michael Penrod, Celeena Johnson, Heather Gillman, Melissa Howe, LaToya Lewy, Denise Meyer, Diane Sansom, Wendy Tucker, Anna Zagoya, and Ruth Ramsey
- E. CVHS Volunteer Coaches 2026-2027:
Nic Dubs, High School Football
Nolan Taflinger, High School Volleyball
- F. Other Volunteers:
Chelsea Howell, Mallory Ortiz, Jammi McKinley, Kailee Mcinley, and Maria Vandervort

Motion: Mr. Hawk moved, seconded by Mrs. Gresham, to approve the Personnel Matters A-F. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

10. POTENTIAL ACTION ON BUSINESS AND FINANCIAL MATTERS

- A. *Expense Vouchers in the amount of \$ 552,738.00*
- B. *Payroll Vouchers in the amount of \$ 2,198,526.27*
- C. *Financial Updates*
- D. *Student Auxiliary Reports*

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the Business and Financial Matters. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

11. POTENTIAL APPROVAL OF GOVERNING BOARD MINUTES

- A. *Minutes from May 12, 2026, Regular Meeting*

B. *Minutes from Special Meeting May 21, 2026*

Motion: Mr. Gresham moved, seconded by Mrs. German, to approve the Governing Board Minutes taken during the May 12, 2026 Regular Meeting and the May 21, 2026 Special Meeting. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

12. POTENTIAL ACTION ON THE CONSENT AGENDA

- A. *Potential approval of the Memorandum of Understanding with Beaver Creek Elementary School for the 2026-2027 School Year, to ensure students who complete the Algebra Curriculum receive one credit of mathematics toward high school graduation at CVUSD*
- B. *Potential approval of Agreement with Northern Arizona Health Care for Athletic trainer services through June 30, 2027*
- C. *Potential approval of Sole Source Vendor List for the 2026-2027 School Year.*
- D. *Potential approval authorizing excess expenditures of the Maintenance and Operations Budget for the fiscal year 2026-2027*
- E. *Potential grant pursuit by Michelle Warburton for the Fiesta Sports Foundation Wishes for Teachers Grant*
- F. *Potential approval of Contract with Amergis for School Psychologist Services for the 2026-2027 School Year*
- G. *Potential approval of Capital Disposals as listed for fiscal year 2025.*
- H. *Potential approval of Policies as Recommended by Arizona School Boards Association Policy Services Advisory with a few amendments, Volume 38, Number 2 as Second Read, to Include:*

Delete GA- Personal Goals/Priority Objectives

GB - Personnel Policies

GBA- GBA-R, and GBA -E – Equal Employment Opportunity and Non-Discrimination

Delete - GBB – Staff Involvement in Decision Making

GBEA, GBEA-R, and GBEA-E – Ethics and Code of Conduct

GBEAA, and GBEAA-E – Conflict of Interest

Delete - GBEB, GBEB-R, and GBEB-E – Staff Conduct

GBEBB – Conduct with Students

GBEBC – Gifts to and Solicitations by Employees

GBEC, GBEC-R, GBEC-EA – Alcohol and Drug Free Workplace

Delete – GCEC-EB – Drug Free Workplace

Delete GBECA – Nonmedical Use or Abuse of Drugs or Alcohol

Delete GBECB – Alcohol Use by Staff Members

GBED – Smoking

GBEF – Use of Portable Wireless Devices

Delete- GBEFA – Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle

GBGA, GBGA-RA, GBGA-RB, GBGA-EA, GBGA-EB – Health

Delete - GBGB and GBGB-R – Staff Personal Security and Safety

Delete - GBGC, and GBGC-R – Employee Assistance

Delete - GBGCA and GBGCA-R -Wellness Programs

Delete - GBGCB, and GBGCB-E – Staff Health and Safety

GBGD, GBGD-R, and GBGD-E – Workers' Compensation

GBI –Participation in Political Activities

GBJ, and GBJ-R – Personnel Records and Files

Delete - GBJ-E - Personnel Records and Files

GBK, GBK-R, GBK-EA, GBK-EB, GBK-EC, GBK-ED, and GBK-EE –
Grievances
GBP – Reprisals
Delete - GCA – Professional Staff Positions
GCB – Compensation
GCBA – Salaries
Delete - GCBC – Professional Staff Supplementary Pay Plans
Delete - GCBD – Professional Staff Fringe Benefits
GCD - Professional/ Support Staff Vacations and Holidays (District
Recommended)

Motion: Mrs. German moved, seconded by Mr. German, to approve the items on the Consent Agenda. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

13. DISCUSSION REPORT AND POSSIBLE ACTION ITEMS

A. *Discussion and possible action to approve the Proposed Budget for the 2026-2027 School Year*

Mr. Hicks reported that the proposed budget is largely unchanged from the current year, with a 2% increase to the Base Support Level. He said the legislature has not yet finalized the state budget and that the Governing Board will be asked to adopt the district budget following the public hearing in July. Mr. Hicks explained that budget revisions will likely be necessary later in the year once legislative changes are finalized and the district has a clearer picture of enrollment and Average Daily Membership (ADM). The proposed budget reflects a slightly conservative ADM estimate.

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the Proposed Budget for the 2026-2027 School Year. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

B. *Discussion and possible action to assign a volunteer Board Delegate and Alternate to represent CVUSD at the Arizona School Board Association.*

There was brief discussion as Mr. Gresham volunteered to serve as Delegate. There were no volunteers for Alternate Delegate at this time.

Motion: Mrs. Petrie moved, seconded by Mrs. German, to nominate Steve Gresham to serve as Delegate for CVUSD at the Arizona School Board Association. The motion carried 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

C. *Discussion and possible action to approve amendment to Policy DJE – Bidding and Purchasing Procedures as First Read*

Mr. Hicks explained that during the district's recent policy revisions through ASBA, the Board-approved procurement threshold of \$5 million was inadvertently removed from Policy DJE. Based on the recommendation of the district's procurement consultant, he proposed restoring the previously approved threshold.

Motion: Mrs. German moved, seconded by Mr. Gresham, to approve the amendment to Policy DJE - Bidding and Purchasing Procedures as First Read.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

- D. *Discussion and possible action to increase 301 distributions to Teachers and Counselors for the 2026 – 2027, from \$10,200.00 to \$10,700.00*

Mr. Hicks said the District tries to have carry forward each year to be used for this purpose. The amount proposed is estimated given the amount of teaching staff, which is increasing, and the amount the state department gives.

Motion: Mrs. German moved, seconded by Mr. Hawk, to increase 301 distributions to Teachers and Counselors for the 2026-2027 School Year from \$10,200.00 to \$10,700.00.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

- E. *Discussion and possible action to approve policies as First Read recommended by Arizona School Board Association, Policy Advisory Volume 38, Number 2 to include:*

GCF with Regulations and Exhibits - Professional Staff Hiring

GCFC with Exhibit - Fingerprinting Requirements

Delete *GCFE and Exhibit – Professional Staff Hiring - Oath of Office*

GCG – Part-Time and Substitute Employment

Delete *GCGB and Regulation – Arrangements for Substitute Staff Members*

GCH –Orientation and Training

Delete *GCI – Professional Staff Development*

Delete *GCI – Professional Staff Probationary and Continuing Status*

GCK – Assignments and Transfers

Delete *GCL – Professional Staff Schedules and Calendars*

Delete *GCMC – Professional Staff Meetings*

GCMF and Regulations –Duties and Responsibilities

GCO, and GCO-RA and GCO-E – Evaluation and Contracts

Delete *GCO-RB - Evaluation of Professional Staff Members*

Delete *GCP - Professional Staff Promotions*

GCQA- Reduction in Force

GCQC – Resignation

GCQF and Regulations – Discipline, Suspension, and Dismissal

GCR – Non-school Employment

There was discussion on the recommended policy revisions as Mr. Hicks explained they were reviewed to ensure no district specific provisions were lost in the process. The district recommends retaining its current locally developed policies rather than adopting the proposed ASBA revisions for Policy GCC (Professional Staff Salary Schedule), GCCB (Professional Staff Compensation Complaints), GCCC (Professional Staff Incentives), and GCQE (Retirement of Professional Staff).

Motion: Mr. Hawk moved to approve the policies as listed under Item E., as First Read. Mr. Gresham seconded the motion. The motion passed 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

14. BOARD/ADMINISTRATIVES REQUEST FOR FUTURE AGENDA ITEMS

15. ADJOURNMENT

Motion: Mrs. German moved to adjourn the meeting. Mr. Gresham seconded the motion. The motion passed 4-0.

Ayes: Gresham, German, Hawk, and Petrie

Nays: 0

The meeting adjourned at 6:43 PM.

16. SIGNING OF DOCUMENTS