

MINGUS UNION HIGH SCHOOL DISTRICT
1801 East Fir, Cottonwood, AZ 86326

GOVERNING BOARD MINUTES OF MEETING
Mingus Union High School Library
Thursday, July 9, 2026 6:00 PM

Governing Board:

Ms. Taylor Bell
Mr. Frank Nevarez
Mr. Austin Babcock
Mr. Will David
Mr. Matthew Chavez

Also Present:

Melody Herne, Superintendent
Tari Garrison, Board Secretary
Dave Beery, Principal
Lynn Leonard, Financial Director

Meeting Started at: 6:00

I. OPENING

I.1. Call to Order - Vice President Frank Nevarez presided over the meeting in the absence of Board President Taylor Bell.

I.2. Roll Call

- President Bell – Absent
- Vice President Nevarez – Here
- Member Babcock – Here
- Member David – Here
- Member Chavez – Here

I.3. Pledge of Allegiance

I.4. Moment of Silence

I.5. Adoption of Agenda

Motion to **Adopt the Agenda** as presented by **Member Babcock** and seconded by **Member Chavez**.

- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

II. Public Hearing - Discussion regarding the FY2027 MUHS Expenditure Budget. As authorized by A.R.S 15-905, on request of any person, the Governing Board shall explain the budget.

Public Hearing opened at 6:01pm and closed at 6:03pm with no public comments/questions.

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III. ACTION ITEMS - DISTRICT BUSINESS

III.1. Fiscal Year 2027 Adopted Budget — Board approval of the adopted FY2027 budget for the Mingus Union High School District No. 4 (Staff: Finance Director Leonard).

Motion to Adopt the Fiscal Year 2027 Adopted Budget as presented by Vice President Nevarez and seconded by Member David.

- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

IV. REPORTS -- The Superintendent and Board Member(s) reports will consist of brief summaries of current events. These reports will be without any discussion or feedback.

IV.1. Superintendent's Report Presentation Attached >>>>>>

Student & Program Recognition

MUHS Welding

- **Aiden Montiel** was recognized for his exceptional work in **Mr. McLain's Welding I class**.
- During Spring 2026, Aiden independently designed and built a smoker/grill as his Welding I project, demonstrating outstanding craftsmanship and initiative.

Girls Flag Football

- On **June 10, 2026**, the team traveled to the **University of Arizona** for a tournament.
- Twenty student-athletes and three coaches attended.
- Sixteen players were selected to compete on the University's main football field and in the field house, giving them the opportunity to experience NCAA-level facilities.
- MUHS finished **3rd in its bracket**, competing successfully against much larger schools.

Arizona Cardinals All-Star Experience

- **Karstyn Ricardson** and **Maddi Babcock** were selected to participate in the **2026 Arizona Cardinals All-Star Experience**.
- They were chosen as two of Arizona's top girls' flag football players.
- The experience includes Media Day, practice, and participation in an All-Star Showcase during halftime of a Cardinals preseason game.

Upcoming Events

- Summer Wrestling Practice continues through July.
- Drop Out Recovery Graduation – **July 18**
- FY2027 Registration – **July 20–24**
- Pre-Service Events – **July 27–29**
- Freshman Day – **July 29**

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- First Day of School – **Thursday, July 30**

V, **BOARD MEETING MINUTES NOT PREVIOUSLY APPROVED**

V.1. **Meetings** – June 11, 2026, Minutes

Motion to Approve Minutes as presented by Member David, and seconded by Vice President Nevarez

- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

VI. **ACTION ITEMS – CONSENT**

VI.1. **Approval of Routine Vouchers**

VI.1.1. **Expense**

Voucher 1049
Voucher 1050
Voucher 1051
Voucher 1052

VI.1.2. **Payroll**

Voucher 36
Voucher 37
Voucher 38
Voucher 39

VIII.1.3. **Bookstore Activity-- Account Summary Ending 6/30/2026**

VI.2. **Personnel - HR Report**

PA-1
PA-2
PA-3
PA-4

VI.3. **Agreements**

VIII.3.1. Verizon Cell Tower Lease Agreement

VI.4. **FY2027 USFR Guidance**

VIII.5. Job Description(s) Update to the Assistant Mechanic job description title

VI.6. **FY2027 Administrative Stipends**

VI.7. **FY2027 MUHS Student Handbook**

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VI.8. FY2027 Personnel Handbook

VI.9. Out-of-State Travel

Teacher Mr. Elm to travel to San Diego, California (July 5–10, 2026) to attend the AP Summer Institute for AP U.S. Government and Politics.

**VI.10. Annual Authorization for the School Principal to Waive Student Fees During FY2027
Authorization pursuant to A.R.S. §15-343.**

VI.11. FY2027 MUHS Registration Fees

VI.12. Policy IKF – Graduation Requirements Restore language from FY2026 that was omitted during the February 2026 ASBA policy update.

VI.13. Policy GCCH – Professional/Support Staff Bereavement Leave

VI.14. Policy GCBA-EA – Professional Staff Salary Schedules Salary Advancement Pre-Approval Form
Policy GCBA-EB – Professional Staff Salary Schedules Salary Advancement Post-Completion Form

VI.15. Policy GCCG – Professional/Support Staff Voluntary Transfer of Accrued Sick Leave (Adopted August 10, 2023)

GCCG-RA – Application

GCCG-RB – Application Screening Committee

GCCG-EA – Supplemental Leave Bank Enrollment Form

GCCG-EB – Request for Supplemental Leave Bank Days

VI.16. Policy GCCA – Types of Leave Discussion and possible action to approve revisions to the policy.

Member David pulled VI.8. Personnel Handbook item.

Motion to Approve Consent Agenda [Minus item VI.8. Personnel Handbook](#) as presented by Member Babcock, and seconded by Member David

- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

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Motion to **Approve of item VI.8. Personnel Handbook, with the acknowledgment that there could be items that need to be updated based on action item VII.4. Family and Medical Leave Act (FMLA) coming up,** presented by **Member David,** and seconded by **Member Chavez.**

- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

VII. ACTION ITEMS - DISTRICT BUSINESS

VII.1. Superintendent Evaluation and FY2027 Goals-- The Board will approve evaluation updates and FY2027 Goals discussed in the Executive Session.

Motion to **Approve Item VII.1. Superintendent Evaluation and FY2027 Goals as discussed** presented by **Member Chavez,** and seconded by **Member Babcock.**

- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

VII.2. ASBA 2026-2027 Delegate-- The Board will discuss and appoint a FY2027 Delegate.

The Board needs to appoint a new Delegate for the Governing Board. Vice President Nevarez thanked Member David for serving as the Board's Delegate over the past year.

Superintendent Herne stated that the Delegate will represent the Mingus Governing Board at the ASBA Law Conference Delegate Assembly, which will be held September 9–11, 2026, in Scottsdale, Arizona. She also explained that whoever is chosen will have the ability to speak on behalf of the Governing Board regarding any political items that ASBA is supporting.

Superintendent Herne suggested appointing Vice President Nevarez as the new Delegate.

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Motion to Approve Vice President Frank Nevarez as the new ASBA 2026-2027 Delegate presented by Member David and seconded by Member Chavez.

- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

VII.3. **Policy DBJ** — The Board will review Policy DBJ Budget Reconciliation and Transfers, discuss any needed changes, and then approve for FY2027.

Member David spoke how this item could have been moved to consent since it was minor changes.

Motion to Approve Policy DBJ presented by Member David and seconded by Vice President Nevarez.

- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

VII.4. **Family and Medical Leave Act (FMLA)**--Review of Policy GCCC (FMLA) and GCCA discussion and possible approval of increasing paid parental leave to twenty (20) days (Staff: Superintendent Herne).
Presentation Attached >>>>>>

Member David spoke about increasing paid parental leave to twenty (20) instead of the current ten (10) and how he feels that is inadequate.

There was clarification that this action item was brought to the attention of Superintendent Herne by a staff member and she then brought the discussion to board members in their one-to-ones and now it is an action item.

Member David discussed national and Arizona trends regarding parental leave, noting that Arizona ranks low in paid parental leave and that many employees forgo leave due to financial constraints. He reviewed statistics related to maternity and paternity leave, the limitations of unpaid FMLA leave, and comparisons with other school districts and state agencies. Member David stated that increasing the District's paid parental leave benefit to thirty (30) days would help reduce the financial burden on employees while remaining a fiscally responsible approach.

Member Chavez and Vice President Nevarez were both in favor of the increase to 30 days. Member Babcock raised a concern of costs towards Mingus if the days were increased. I.e. the additional expense for substitute coverage and salaries could become significant. In addition to, cumulative costs could result if multiple employees utilized the leave in the same year.

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Superintendent Herne noted that substitute costs are already budgeted annually and that teachers spend significant time preparing for extended absences to ensure continuity of instruction.

Motion to Approve the proposed revisions to Policy GCCA – Types of Leave, including increasing paid parental leave from 10 days to 30 days. presented by Member Chavez and seconded by Vice President Nevarez.

- Vice President Nevarez – Yes
- Member Babcock – No
- Member David – Yes
- Member Chavez – Yes

Motion passes 3-1

VIII. **PUBLIC COMMENTS** – No Public Comments were made.

IX. **REQUEST FOR FUTURE AGENDA ITEMS**

Member David would like to discuss more about board members volunteering at the school and have it brought back into the agenda and Member Chavez agreed.

X. **ADJOURNMENT**

Motion to Approve Adjournment as presented by Member David, and seconded by Member Chavez

- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes
- Member Chavez – Yes

Motion passes 4-0

Meeting Ended at 6:40 PM

Board President

Board Vice President

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