

DRAFT

**CATALINA FOOTHILLS SCHOOL DISTRICT
Tucson, Arizona**

DRAFT

**REGULAR MEETING OF THE GOVERNING BOARD
Carole Siegler Boardroom at Valley View Early Learning Center
3435 E. Sunrise Drive - Tucson, Arizona
Regular Meeting: Tuesday, April 8, 2025 - 6:30 PM, Doors Opened at 6:00 PM**

Regular Meeting Minutes

NOTICE OF MEETING

On March 31, 2025, the announcement of the meeting was posted at Catalina Foothills High School, Esperero Canyon Middle School, Orange Grove Middle School, Ventana Vista Elementary School, Canyon View Elementary School, Manzanita Elementary School, Sunrise Drive Elementary School, Valley View Early Learning Center, and on the Catalina Foothills School District (CFSD) website (www.cfsd16.org).

ATTENDANCE

Board Members Present:

Amy Krauss, President
Eileen Jackson, Vice President
Jacquelyn Davoli, Member
Tom Logue, Member
Gina Mehmert, Member

District Administration:

Denise Bartlett, Superintendent
Mindy Westover, Associate
Superintendent
Sheryl Castro, Executive Director of
Curriculum and Assessment

District Personnel:

Ryan Koch, Systems
Engineer
Amie Sams, Administrative
Assistant

Visitors Present:

There were no visitors present.

Joining Online:

Approximately thirteen visitors attended the regular meeting through the YouTube live link.

1. OPENING

1.1. Call to Order and Welcome

President Amy Krauss called to order the governing board meeting at 6:30 p.m.

1.2. Pledge of Allegiance

President Krauss led the group in the Pledge of Allegiance.

1.3. Rules of Order for Governing Board Meetings

President Krauss read the Rules of Order for governing board meetings.

1.4. Outstanding Achievements

Superintendent Denise Bartlett shared the following outstanding achievements of CFSD students and staff:

2025 KEYS Research Interns

We are happy to share that Catalina Foothills High School students William Jacobsen and Inara Smith have been selected for the prestigious 2025 KEYS Research Internship at the University of Arizona's BIO5 Institute. They are among 66 exceptional high school students from 35 schools across Arizona chosen for this highly competitive seven-week summer program, which runs from June 2 to July 18.

The KEYS (Keep Engaging Youth in Science) internship empowers students to work alongside top research faculty, contributing to real-world bioscience projects that use cutting-edge biotechnology and data analysis

techniques. Interns deepen their scientific understanding and sharpen their science communication and literacy skills as they engage in interdisciplinary research experiences.

Early Childhood Learning

We are proud to recognize the exceptional accomplishments of our early childhood learning students at the recent Arizona Proficiency and Family, Career, and Community Leaders of America (FCCLA) STAR Events competitions. These talented students demonstrated creativity, leadership, and a deep understanding of early childhood education through their impressive performances.

- Audrey Fiore earned a Silver medal in The Art of Storytelling
- Abigail Knutson received a Gold medal in Toys that Teach
- Emma Harphant was awarded Bronze in the Entrepreneurship category
- Baaba Sarsah earned a Silver medal for her Leadership presentation
- Sophia Venning, who was elected to a state leadership officer position

These achievements reflect the dedication and passion of our students and the strength of our early childhood education program and the guidance of Ms. Brenda Cabarga. Congratulations to all!

Esperero Canyon Middle School Band

We are proud to share that the Esperero Canyon Middle School Band, under the direction of Mr. Cory Walavich, received a Superior rating at the Arizona Band and Orchestra Directors Association (ABODA) Band Festival on February 27 at Queen Creek High School. This marks the third consecutive year that the ECMS Band has earned this prestigious recognition!

This outstanding achievement reflects the dedication and talent of our student musicians, the leadership of Mr. Walavich, and the district's strong commitment to the arts. Congratulations to the entire ECMS Band community for continuing to set a high standard of excellence!

Catalina Foothills High School Choir

The Catalina Foothills High School Choir earned a Gold rating and placed 2nd in the Concert Choir category in the 3A division at the Nashville Heritage Festival.

As a result of their exceptional performance, the choir has been invited to perform in Chicago in 2026 as part of the prestigious Elite Festival of Gold.

A special highlight of the trip: the choir performed an original composition by CFHS student Carter Ferrell.

We also celebrate Senior Meryl Abdelmessieh, who was honored as the only student at the festival to receive the WorldStrides Ovation Award for her outstanding mentorship of incoming students in the choir program.

Congratulations to Meryl, Carter, and all of our talented singers who represented us with excellence.

Exemplary Educator Award Finalist

We are pleased to announce that Renee Shane-Boyd, Director of Bands, has been named a finalist for the Exemplary Educator award at the Metro Education Commission's upcoming Evening to Empower(ED) event on May 9, 2025.

This special event coincides with Teacher Appreciation Week and builds on three decades of honoring educational excellence through the Crystal Apple Awards. Exemplary Educators are individuals who demonstrate exceptional service to learners and empower them on their journey toward prosperity. Renee Shane-Boyd is that ideal.

Renee has served Catalina Foothills School District for 42 years, teaching at the elementary, middle, and high school levels. Under her leadership, the CFHS Marching Band has been the largest in Arizona for decades and has performed at renowned venues, including the Macy's Thanksgiving Day Parade (twice), the Tournament of

Roses Parade in Pasadena, and the 2008 Pre-Olympic Ceremonies in Beijing, China. The band has also performed in Hawaii, Australia, and England. As Fine Arts Chair for the Catalina Foothills School District, she has served on numerous curriculum and architectural committees.

Renee's contributions have been recognized through numerous honors, including the OM Hartsell Excellence in Music Education Award, 2025 University of Arizona Honored Educator, 2009 CFSD Teacher of the Year Award, AMEA Longevity in Teaching Award, and a Paul Harris Fellow designation from Rotary International for her outstanding service to the community. She is also a regular guest conductor with the Arizona Symphonic Winds.

We are incredibly proud to see Renee's extraordinary career and service recognized on such a prestigious regional stage.

CFHS Choir

Senior Finch Silverman was awarded first chair in the Tenor section for the 2025 Arizona All-State Choir. Finch, along with seniors Fox Foster and Siena Mayfield, Juniors Carter Ferrell and Louisa Stine, and Freshman Avis Victory will be traveling with Mr. Evans to Northern Arizona University in mid-April to participate in the All-State Music Festival. The singers will unite as a part of a 200-voice choir made up of the best singers from around the state of Arizona. The choir will be conducted by the Director of Choral Activities from the University of Oregon, Dr. Sharon Paul.

FBLA State Conference Success

This year the Computer Science club had 14 students compete in presentation events at the FBLA State Leadership Conference. In addition, 12 students took objective tests. Two teams made it to the final rounds of competition:

- Caitlyn Trail and Calvin Mathew in Mobile Application Development
- William Jacobsen, Wyatt Miller and Gordon Kim in Data Analysis

William, Wyatt, and Gordon took first place in their event and qualified to go to the National Leadership conference over the summer. All students that competed made awesome programs that showcased their programming talent.

STARTALK Chinese Language Program

We are proud to share that CFHS students Jaylin Peterson and Sofie Collins have been selected to participate in the prestigious STARTALK Chinese language program at the University of Arizona in 2025.

STARTALK, a federal program funded by the National Security Agency, supports the study of critically needed world languages in the United States. This year's program, *Chinese Pathways in Arizona*, offers an immersive Mandarin Chinese experience and provides one University of Arizona credit upon successful completion. With a highly competitive applicant pool from across the nation, Jaylin and Sofie were selected for their exceptional proficiency and strong interviews.

Please join us in congratulating these students. Their success reflects the district's continued commitment to world language excellence and global learning opportunities.

2025 Southern Arizona Research, Science, and Engineering Fair (SARSEF) Winners

CFSD students shined at the 2025 Southern Arizona Research, Science, and Engineering Fair with sixty-three (63) projects receiving awards. Awards received include sixteen (16) first place awards, fifteen (15) second place awards, fourteen (14) third place awards, six (6) SARSEF Board Awards, one (1) Cordell Family Award, two (2) Tucson Electric Program (TEP) Awards, one (1) Women's Chemistry Group (WCG) 3rd Grade Award, one (1) WCG 4th Grade Award, one (1) Spark of Innovative Elementary School Award, one (1) Arizona Hydrological Society Award, one (1) Family Fun Pack Award, one (1) Community Gardens of Tucson Award, one (1) Math is Fun! Award, one (1) Up, Up, and Away Award, and one (1) Patricia Abbey Memorial Award. CFSD winners by school include:

Canyon View Elementary School

- Audrey Fraser (Grade 5) – *Styrofoam Lunch Trays: A Study on Disposable Vs. Closed Loop Systems* – SARSEF Board Award
- Charlize Beier (Grade 5) – *Does Ball Size Matter?* – Third Place
- Evelyn Hartshorne (Grade 1) – *Doodle Droids* – First Place; Texas Instruments Elementary School Award for Excellence in STEM 3rd Place
- Hadley Callie (Grade 5) – *The Burrito Lockdown* – Spark of Innovative Elementary School
- Jaylin Barrow (Kindergarten) – *How to make a flying car* – Second Place
- Luke Thompson (Grade 1) – *Citrus Batteries* – Second Place
- Myla Closterman (Grade 5) – *What Puts the Pop in My Popovers?* – Second Place
- Olivia Babst (Grade 5) – *How does painted art affect people's feelings?* – First Place; The Betsy Bolding Award
- Ryder Bayne (Grade 5) – *H₂O No! A Clear Look at Water Filtration* – Arizona Hydrological Society
- Sawyer Thompson (Grade 1) – *Life Savers* – Second Place

Catalina Foothills High School

- Aaron Handler (Grade 12) – *Biodegradable Gum* – Family Fun Pack
- Courtney Tong (Grade 12) – *Thermoplastic Horse Shoes* – Second Place
- Daija Derum (Grade 12) – *Understanding The Role Of Experience In Ant Contests* – Powered by Perseverance High School, SARSEF Board Award
- Elise McFarlane, Robin Oxnam (Grade 12) – *Decomposers and Soil Remediation* – Community Gardens of Tucson Award
- Hannah Hiscox (Grade 12) – *Scents That Repel* – Third Place
- Gyiana Madero (Grade 12) – *Music's effect on bacterial growth* – SARSEF Board Award
- Olivia Irish (Grade 12) – *Sound vibrations and worm composting* – SARSEF Board Award
- Sebastian Cross (Grade 12) – *Cordyceps Militar's Antimicrobial Properties* – Second Place
- Sophie Roth Gordon (Grade 11) – *Preventing Type 2 Diabetes in Youth* – Math Is Fun!
- Tyler Tosca (Grade 12) – *Ecosystem Recovery Post Forest Fire* – Third Place
- William Jacobsen (Grade 11) – *Hot Droughts & Ecosystem Productivity* – First Place; NASA Earth System Science Award
- Zoe Wung (Grade 12) – *Effect of Growth Hormones on Yeast* – Third Place

Esperero Canyon Middle School

- Bryce Edwards, Harrison Hannley (Grade 7) – *Fire Hydrant Power* – First Place
- Emma McNulty, Azalea Bailin (Grade 7) – *Water Power in Fire Suppression* – SARSEF Board Award
- Isabella Johnson (Grade 7) – *LED Light Spectrum & Nasturtium Growth in Space* – Second Place
- Isabelle Babst (Grade 7) – *Solar-Panel Shade for Crops (Year 3)* – First Place
- Jonah Trail (Grade 7) – *Mission to the Moon Rocket Analysis* – "Up, Up, and Away"
- Kelly Smith's class (Grade 7) – *Fire Resistance of Succulents* – First Place; Third Place, Wonderful Whoops
- Mia Gamboa Veliz, Abigail Jarczyk, Liliana Roberts (Grade 7) – *Clear the Air* – Third Place; TEP Award of Excellence

Manzanita Elementary School

- Eli Smerz (Grade 5) – *The Weighted Blanket Experiment* – Third Place
- Ella Winter (Grade 3) – *Vision and Taste Perception* – Second Place
- Lilah Winter (Grade 4) – *Macronutrients, Activity, and Glucose/Ketones* – First Place
- Lucy Prevenas (Grade 1) – *Apple Storage Methods* – First Place
- Maura Baker's class (Grade 4) – *The Power of Duct Tape* – TEP Award of Excellence
- Megan Winter's class (Grade 1) – *Slide Speed* – SARSEF Board Award

Orange Grove Middle School

- Emery Chukly (Grade 6) – *Fungi to the rescue* – Third Place

Sunrise Drive Elementary School

- Aaheli Shil (Grade 5) – *Trash to Tunes* – Third Place
- Alice Puell (Kindergarten) – *Where are most of the conductors?* – Second Place
- Asher Sakievich (Grade 4) – *Trash Talking Stinknet* – First Place; Fixing Things That Stink
- Blue Ennesser, Violet Peterson (Grade 5) – *Temperature on Glow Sticks* – Third Place
- Daniel Li, Leland Toth (Grade 5) – *Five Second Rule* – Third Place
- David Bui, Jonathan Parsons, Ming Shung Reid (Grade 5) – *Sourdough Journey to Space* – Second Place

- Elise Peterson, Stella Velasco (Grade 5) – *Project Coffee Stains* – Second Place
- Jiwoo Yang (Grade 3) – *A Day Without Plastic* – Patricia Abbey Memorial Award
- Jotham David (Grade 3) – *Healthy pH, Healthy Teeth* – First Place
- Katharina Mangelsdorf (Grade 3) – *Germes, Germes, Everywhere!* – WCG Best Project: Grade 3
- Lucas Byrne, Graham Martin (Grade 5) – *Time To Fly!* – Third Place
- Max Hao, Andrew Wang (Grade 5) – *Popcorn Seeds* – Third Place
- Stasia Stevens (Grade 4) – *Kisses...And Cures?* – WCG Best Project: Grade 4
- William Mangelsdorf (Grade 1) – *Ready, Set, Launch!* – First Place; Evil Genius Valley View Early Learning Center
- Evelyn Wong (PreK) – *Gummy Bear Experiment* – First Place Ventana Vista Elementary School
- Alexander Bevevino (Grade 5) – *Why is my car so hot?* – TEP Award of Excellence
- Ava Escajeda (Grade 5) – *Running Guinea Pigs* – The Cordell Family Award
- Beckett Latcham (Grade 5) – *Burning Down the House* – Second Place
- Colin Wilhelm (Grade 5) – *Dissolving The Rainbow* – First Place
- Leo Cusanovich (Kindergarten) – *Apple Weights and Seeds* – First Place
- Michael Montoya (Grade 2) – *Keeping It Fresh* – Second Place
- Natasha Jain (Grade 5) – *Fizz & Fangs* – First Place
- Pascal Guifarro (Grade 1) – *Bird Buffet* – First Place; Sonoran Desert Science Award
- Penelope Chavez (Grade 5) – *Fruit Preservation* – Third Place
- Pierce Greene (Grade 5) – *Wingspans and Distance* – Second Place
- Tobyn Rupprecht (Grade 5) – *Stay Dry Style* – Third Place
- Yoshi Chavez (Kindergarten) – *Float Up* – Second Place

2. **PUBLIC COMMENTS**

There were no public comments.

3. **CONSENT AGENDA**

Board member Tom Logue requested to pull consent agenda items 3.1 and 3.4.

Upon a motion by Eileen Jackson and a second by Tom Logue, the governing board approved the following items on the consent agenda: 3.2 the governing board April 1, 2025, executive session meeting minutes, as presented; 3.3 the expense voucher memorandum, as presented; 3.5 the fundraising request memorandum, as presented; 3.6 the personnel memorandum, as presented; and 3.7 the acceptance, with gratitude, of the gifts and donations memorandum, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0

On the draft of the April 1, 2025, regular meeting minutes, under consent agenda item 3.5 the approval of the fundraising request memorandum, the school heading incorrectly listed Catalina Foothills High School instead of Orange Grove Middle School for the approved fundraising request of OGMS Student Council planner sales for the 2025-2026 school year.

Upon a motion by Eileen Jackson and a second by Tom Logue, the governing board approved 3.1 the governing board April 1, 2025, regular meeting minutes, as amended.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

Mr. Logue highlighted an upcoming HOSA field trip to Las Vegas for the "Anatamage" competition, where students use a virtual cadaver table to demonstrate anatomical knowledge in a timed challenge. He praised the event as an exciting and innovative learning opportunity. Similar technology is available at the high school for anatomy and CTE classes.

Upon a motion by Eileen Jackson and a second by Jacquelyn Davoli, the governing board approved 3.4 the field trip request memorandum, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

3.1. Approval of April 1, 2025, Regular Governing Board Meeting Minutes Memorandum

On the consent agenda, the governing board approved the regular governing board meeting minutes for April 1, 2025, as amended.

3.2. Approval of April 1, 2025, Executive Session Governing Board Meeting Minutes Memorandum

On the consent agenda, the governing board approved the executive session governing board meeting minutes for April 1, 2025, as presented.

3.3. Approval of Expense Voucher Memorandum

On the consent agenda, the governing board approved the following expense vouchers:

Expense Voucher		Amount
25122	\$	29,755.53
25123		273,037.73
25124		1,564,757.27
25125		4,359.31

3.4. Approval of the Field Trip Request Memorandum

On the consent agenda, the governing board approved the field trip request memorandum, as presented.

ORGANIZATION	ACTIVITY	LEARNING NEXUS	WHERE	DATE(S)	*FEE
Catalina Foothills High School (CFHS)	HOSA Anatomage National Competition	Students will deepen their anatomical knowledge and clinical skills by engaging in competitive, hands-on dissections, applying advanced medical concepts in a high-stakes environment.	Las Vegas, NV	05/29/2025 to 06/01/2025	\$0.00
CFHS Football	Football Summer Camp	Students will learn proper fundamentals and techniques to ensure safety, while improving skills, in a team building environment.	Show Low, AZ	07/17/2025 to 07/20/2025	\$350.00

3.5. Approval of the Fundraising Request Memorandum

On the consent agenda, the governing board approved the fundraising request memorandum, as presented.

NAME	ACTIVITY	PURPOSE	LOCATION	DATE(S)	GROSS REVENUES	NET INCOME
Catalina Foothills High School (CFHS)						
CFHS Football	Direct donation campaign through Victory Fundraising	To raise funds for the cost of football camp and for equipment expenses.	Off campus/ online	04/28/2025 to 05/17/2025	\$8,000.00	\$7,000.00
Sunrise Drive Elementary School (SDES)						
SDES Family Faculty	Dine out campaign	To raise funds for Spirit of Sunrise	Off campus	06/01/2025 to 07/31/2026	\$1,000.00	\$1,000.00

Organization (FFO)		expenses such as field trips, grants, and community building events.				
SDES FFO	Yearbook sales	To raise funds for yearbook expenses.	On campus	07/01/2025 to 06/30/2026	\$6,000.00	\$0.00
SDES FFO	Spiders and Cider Fall Festival	To raise funds for Spiders and Cider expenses.	On campus	09/01/2025 to 10/31/2025	\$10,000.00	\$0.00
SDES FFO	Spirit of Sunrise direct donation campaign	To raise funds for Spirit of Sunrise expenses such as field trips, grants, and community building events.	On campus	07/01/2025 to 06/30/2026	\$50,000.00	\$50,000.00
SDES FFO	Merchandise sales campaign	To raise funds for Spirit of Sunrise expenses such as field trips, grants, and community building events.	On campus	07/01/2025 to 06/30/2026	\$1,000.00	\$0.00
SDES FFO	Math-a-Thon campaign	To raise funds for Spirit of Sunrise expenses such as field trips, grants, and community building events.	On campus	02/01/2026 to 04/30/2026	\$25,000.00	\$23,200.00
SDES FFO	Book fairs	To raise funds for Spirit of Sunrise expenses such as field trips, grants, and community building events.	On campus	September 2025, February 2026, and April/May 2026	\$15,000.00	\$15,000.00 (scholastic dollars)

SDES FFO	Passive fundraising campaign (Box Tops, Amazon smile, Grocery programs, etc.)	To raise funds for Spirit of Sunrise expenses such as field trips, grants, and community building events.	Off campus	06/01/2025 to 07/31/2026	\$500.00	\$500.00
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3.6. Approval of the Personnel Memorandum

On the consent agenda, the governing board approved the personnel, as presented.

ADMINISTRATIVE	CERTIFIED STAFF	CLASSIFIED STAFF	COMMUNITY SCHOOLS	COACH
• Resignation	• New Hire • Rehires • Resignations • Recommended Releases from 24-25 Contract	• Resignation	• Rehire • Status change	• Resignation

3.7. Approval of Gifts and Donation Memorandum

On the consent agenda, the governing board accepted, with gratitude, the following gifts, and donations:

DATE	DONOR	SCHOOL	PURPOSE/ITEM	AMOUNT
4/1/2025	CFHS Beach Volleyball Booster	Catalina Foothills High School	Coach Stipend	\$2,300.00
			TOTAL	\$2,300.00

4. UNFINISHED BUSINESS

4.1. Approval of Revisions to Policy IHB and Regulation IHB-R *Special Instructional Programs* (second reading)

Associate Superintendent Mindy Westover presented no additional revisions to the policy and regulation related to special instructional programs since the board's initial review on April 1. Proposed revisions included procedure clarification for implementing special instructional programs for students with special needs, a statement allowing the superintendent to appoint a designee to oversee special instructional program procedures, and the rewording of paragraphs within sections A and F to provide clarity and readability. The proposed revisions to the regulation included clarification that identified students must reside within district boundaries (*Child Find* section), contact information was updated to include the current title "*director of special services*" (*Discipline* section), and language was added to specify that evaluation decisions involve a knowledgeable group, including those familiar with the student, evaluation data, and placement options (*Evaluation & Eligibility* section). Additionally, a statement was added to ensure student placements comply with the National Archives Code of Federal Regulations [34 CFR 104.34](#). Video conferencing was added as an option for communication with parents/legal guardians, and spelling, grammar, and sentence structure improvements were made for clarity and readability.

Upon a motion by Tom Logue, and a second by Gina Mehmert, the governing board approved the revisions to policy IHB and regulation IHB-R *Special Instructional Programs*, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

4.2. Approval of Revisions to Policy IHBA and Regulation IHBA-RA *Special Instructional Programs and Accommodations for Disabled Students* (second reading)

Ms. Westover shared no additional revisions to the policy and regulation related to special instructional programs and accommodations for disabled students since the board's initial review on April 1. Proposed revisions to the policy and regulation included the addition of contact details for the District's Director of Special Services and

Section 504 Coordinator, grammar corrections, clarification that the Director of Special Services serves as the District's 504 Coordinator for due process hearing requests, and an update to the Director of Special Services' contact phone number.

Upon a motion by Gina Mehmert, and a second by Jacquelyn Davoli, the governing board approved the revisions to policy IHBA and regulation IHBA-RA *Special Instructional Programs and Accommodations for Disabled Students*, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

4.3. Approval of Revisions to the K-12 Gifted Education Programming Framework (second reading)

Executive Director of Curriculum and Assessment Sheryl Castro presented the second reading of proposed revisions to the K-12 Gifted Education Programming Framework. Arizona Revised Statute 15-779.02 requires school districts to submit the scope and sequence for gifted education programming to the Arizona Department of Education (ADE) for approval every five years. Since the board's initial review on April 1, "AASA" was replaced with "*state achievement test(s)*" and the specific reference "*ParentSquare*" was revised to the district's "*digital communication tool*". Ms. Castro provided clarification related to high school Honors and Advanced Placement (AP) classes. Remaining proposed revisions to CFSD's K-12 Gifted Education Programming Framework included the renewal date for the scope and sequence, the addition of *Review Team Members (2025)*, and updated terminology. *Math 8 Accelerated* was added to the middle school courses, and clarifications were made regarding service options for gifted programs, placement options for grades K-5, and specificity about skill areas addressed in grades 6-8. Information about Collaborative Inquiry Teams, the updated Gifted Program Staff list, and a clarification related to the state's gifted grant funding source were also included.

Discussion ensued regarding additional clarification to the honors credit wording on page 20 to ensure accuracy. Specifically, it will be made clear that honors credit within a standard course is only available in designated classes, not all. A parenthetical note will be added to indicate that such courses are marked with "HC" in the course guide. The last sentence will be revised to state that students earn honors credit by consistently performing at higher levels *while enrolled in those designated (non-honors) courses*. The change aims to prevent the misunderstanding that any student earning a 3.5 GPA or higher in any course would automatically receive honors credit.

Upon a motion by Gina Mehmert, and a second by Tom Logue, the governing board approved the revisions to the K-12 Gifted Education Programming Framework, as amended.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

5. **DISCUSSION / REPORTS**

5.1. Fiscal Year 2026 Maintenance and Operations (M & O) Budget Proposal

Superintendent Bartlett presented the proposed 2025-2026 Maintenance and Operations (M&O) budget, a discussion process that will continue at each regular governing board meeting until the board adopts a budget in late June. The budget proposal maintains all student programs, services, and staffing. New significant expenses for the district focus on employee compensation, which supports successful recruitment and retention of quality staff, a critical function correlated to the quality of CFSD's education programs for students. The proposed budget is based on three key revenue assumptions. First, it uses an Average Daily Membership (ADM) of 4,574 students, which reflects average attendance rather than total enrollment, to calculate per-pupil funding. Second, a 2% increase in basic state funding is assumed, as required by law. Third, the district plans to transfer \$1,565,819 from District Additional Assistance (DAA) to M&O to support employee compensation increases for FY26. Additionally, while not part of M&O revenue, an increase in the Classroom Site Fund (CSF) per-pupil allocation from \$792 in FY25 to \$842 in FY26 will help offset M&O expenses by covering a portion of teacher salaries.

The proposed FY26 budget proposal included five key expenditure assumptions. First, the district remains committed to sustaining a wide range of student programs and services across all grade levels to meet

community expectations and keep students engaged. Second, the current student-to-teacher ratio will be maintained to support personalized learning and meet diverse student needs. Third, the district proposes adding a 0.5 FTE counselor at Canyon View Elementary School, addressing a recommendation from a prior counseling program review, with a projected cost of \$38,849. Fourth, salary and benefit increases are planned for all employee groups. Teachers will receive an average raise of 2.70%, combining a \$910 step increase and a \$1,000 longevity addendum. Classified staff will see a 2% wage increase, bringing the minimum hourly wage to \$15.78. A 2% increase will also be added to the salary pools for exempt classified staff and administrators, distributed based on performance. Although medical insurance premiums will rise by 3.75%, the district will maintain its \$6,084 contribution to ensure at least one plan remains fully covered. The total projected cost of these compensation changes is \$984,212.63. Lastly, the budget will account for routine adjustments in expenditures such as utilities, insurance, technology licenses, and outsourced services, along with annual reconciliations of salary and wage budgets to actual costs.

In response to a board member question about who decides the percentage amount of salary increases based on performance for administrators and for classified exempt staff, Superintendent Bartlett responded she oversees administrative raises and Associate Superintendent Westover oversees classified exempt staff.

In response to a board member question related to supplementing funding for athletics on line 29, Dr. Bartlett explained that most athletic funding comes from tax credit donations and the district supplements funding when there is a shortfall for items such as equipment, uniforms, salaries, referees, and game workers.

A board member asked whether donors could be given the option to cover credit card processing fees for online tax credit donations, noting it's a common practice. Dr. Bartlett responded that the idea has been discussed and is worth exploring but would require clear communication to donors that the fee would not count toward their tax credit contribution.

A board member asked how the extension of bus services beyond the district's attendance boundaries would impact the budget. Dr. Bartlett responded that it would result in increased costs which are not included in the FY26 budget. The total transportation budget is approximately \$2,068,000, while revenue for transportation is around \$1.1 million. As a result, the district must supplement nearly \$900,000 from M&O, funds that could otherwise support areas like teacher salaries. Board members noted the district is relatively fortunate due to its small size and shorter routes, which help keep fuel costs lower.

A board member raised concerns about the school's low advertising budget of under \$20,000, given its \$40 million budget and declining enrollment. They questioned if this amount was enough to attract new students. In response, Dr. Bartlett explained that the district uses cost-effective, non-traditional advertising like social media and Spotify. It was proposed to increase the advertising budget and explore potential strategies for utilizing the larger budget, possibly through consultation with the Director of Community Relations to identify any gaps caused by current budget constraints.

Board members expressed appreciation for the detailed breakdown of the fiscal year 2026 budget provided by the superintendent and appreciated the clarity provided, even for long-time reviewers.

President Krauss reminded the board and the public that the proposed budget will return to the agenda for further discussion on April 22.

6. **NEW BUSINESS**

6.1. **Approval of Professional Salary Schedule for 2025-2026**

Ms. Westover presented the proposed professional salary schedule for the 2025-2026 school year for the board's approval. For the 2024-2025 school year, the governing board approved a substantial increase to the salary schedule which brought the starting salary to \$53,000. The district recommended to maintain the current professional salary schedule for the 2025-2026 school year with \$910.00 increments between steps, a vertical step movement for all certified employees, and a \$1,000 longevity addendum for each certified employee who returns for the 2025-2026 school year. The recommendation would increase the cost to the Maintenance and Operations (M&O) budget of \$740,457. The vertical step movement and longevity addendum result in a \$1,910

increase in compensation per returning certified employee. The salary change reflects an increase of 2.11% to 3.48% for returning staff for an average compensation increase of 2.70%.

Board members praised the proposed salary increases for professional staff, recognizing the importance of salaries in reflecting the value of teachers, administrators, and staff. They were pleased that the increase was maintained despite budget constraints and acknowledged the balance between fiscal responsibility and staff recognition. The unique medical insurance contribution and the additional \$1,910 in salary were also appreciated. Board members thanked those involved in crafting the budget for maximizing support while ensuring future sustainability.

Upon a motion by Tom Logue, and a second by Jacquelyn Davoli, the governing board approved the proposed professional salary schedule for 2025-2026, and a vertical movement on the proposed professional salary schedule, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

6.2. Approval of District Contribution to Cafeteria Plan of Employee Benefits for 2025-2026

Ms. Westover presented the 2025-2026 proposed employee benefit options for qualifying, benefit-eligible employees for 2025-2026. The current medical insurance and recommended provider Arizona School Boards Insurance Trust (ASBAIT) Meritain Health provided a 3.7% increase in rates with no network disruption and \$15,000.00 towards a wellness plan for the 2025-2026 school year. Despite past stability in the medical plans, the district was informed of a significant redesign to each of the available options. The district will continue to offer four benefit plans, maintaining its \$6,084.00 annual contribution per eligible employee, which fully covers the High Deductible Health Plan (HDHP) paired with a Health Savings Account (H.S.A.). The HDHP deductible has increased from \$1,600 to \$2,600, with a \$7,500 out-of-pocket maximum. Since the first HSA contribution is in September, employees must cover their expenses in July and August using another payment method and be reimbursed by the HSA account when funds become available. HSA contributions are per pay period, and employees retain ownership of the funds if they leave the district. Employees can contribute pre-tax funds, with a maximum of \$4,300 for individuals and \$8,550 for families, plus an additional \$1,000 catch-up contribution for those 55 and older. Other plan options include Value Gold, Classic Gold, and Co-Pay Gold, each requiring some employee subsidy beyond the district's contribution. ASBAIT informed the district that the Co-Pay Gold plan, an option for employees who are currently enrolled in the plan with a \$0 deductible, is being eliminated after the 2025-2026 fiscal year. The district will allow employees to adjust H.S.A. contributions throughout the plan year. ASBAIT included the Health Savings Administration, COBRA administration, the Employee Assistance Program (EAP), and the telemedicine program Teledoc at no additional cost to the district. Employees enrolled in the district's plans can access telemedicine for primary care, mental health, and an Employee Assistance Program (EAP), with benefits extending to their families. New additions include expanded telemedicine through Primary 360 and enhanced behavioral health services. The EAP offers five free counseling sessions and additional services like financial planning and legal support. Updates will be communicated to district employees in preparation for the benefits open enrollment period in May. The district is considering a new approach to communicate changes by holding four separate meetings, one for each plan, allowing employees to understand the differences in the options. Employees would need to attend multiple meetings to compare the different plans, but remote options and recorded sessions would be made available.

Ms. Westover reported that the district recommended a change to the current dental coverage Delta Dental to Ameritas Passive PPO, which offers a \$50 deductible, 100% coverage on preventative services two times a year, and increased the orthodontia maximum age to 26. A change to the district's pre-paid dental plan provider to Ameritas S800B was also recommended due to the former pre-paid dental plan Employee Dental Services (EDS) is discontinuing their services. The Ameritas S800B plan offers \$5 copay office visits and \$0 copay for exams and cleanings.

The current vision provider Avesis was also recommended for 2025-2026, with no increased cost to the current plan. The continued Basic and Voluntary Employee and Dependent Life insurance provider Minnesota Life was recommended due to rates remaining the same for both the Basic Life and the Voluntary Life insurance rates for

the 2025-2026 school year. The district provides a \$50,000 life insurance policy at no cost to the employee as an added benefit.

Metlife, the continued provider for Pet Care, was also recommended. The recommendation for Flexible Spending Account management was given to the current provider ASI Flex for administrative services, with no change to the monthly rate. TSA Consulting Group will administer the tax shelter annuities for the 403(b) and 403(b) Roth accounts at no administrative cost to the district.

Upon a motion by Jacquelyn Davoli, and a second by Eileen Jackson, the governing board approved to provide full-time benefit eligible employees who elect health insurance coverage through the district's cafeteria plan of benefits, a contribution of \$6,084.00, from July 1, 2025, until June 30, 2026, to employees working between 30-40 hours prorated based on their respective full-time equivalencies and the list of benefit providers, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

6.3. Approval of First Round of Certified Contracts for 2025-2026

Ms. Westover presented the first round of certified contracts for staff who will be offered contracts for the 2025-2026 contract year. With the list of names of those staff members, samples of all types of contracts were provided for the board's review and approval. Ms. Westover also presented the board with a list of returning certified staff who will be offered a longevity addendum along with their contract. Those offered a contract, and those offered a longevity addendum will receive it on Wednesday, April 9 and will have 15 business days to return the signed contract.

Upon a motion by Tom Logue, and a second by Jacquelyn Davoli, the governing board approved the professional staff contracts and addenda for the 2025-2026 school year, as presented, and directed that they be issued to the staff members listed, as presented.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

7. **DISCUSSION / REPORTS (continued)**

7.1. Arizona Legislative / Governmental Activity

There was no discussion.

8. **AGENDA PLANNING**

There were no requests for future agenda considerations.

9. **ADJOURNMENT**

Upon a motion by Eileen Jackson, and a second by Jacquelyn Davoli, the governing board adjourned the meeting at 8:42 p.m.

Jacquelyn Davoli – Yea; Eileen Jackson – Yea; Amy Krauss – Yea; Tom Logue – Yea; Gina Mehmert – Yea; Motion carried 5-0.

Approved: April 22, 2025

Eileen Jackson, Vice President