

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, May 26, 2026 - 6:30 PM, Doors Opened at 6:00 PM**

Regular Meeting Minutes

NOTICE OF MEETING

On May 18, 2026, 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
Tom Logue, Vice President
Jacquelyn Davoli, Member
Eileen Jackson, Member
Gina Mehmert, Member

District Administration:

Denise Bartlett, Superintendent
Mindy Westover, Associate
Superintendent
Sheryl Castro, Executive Director of
Curriculum and Assessment
Julie Farbarik, Director of Community
Relations
Mary Franco, Catalina Foothills High
School Assistant Principal

District Personnel:

Ryan Koch, Systems Engineer
Amie Sams, Administrative
Assistant
Nicholas Uphoff, Orange Grove
Middle School Science
Teacher and Catalina Foothills
High School Boys Tennis
Coach

Visitors Present:

Czarina Astengo, Santiago Astengo, Damon Brown, Mendi Brown, Malik Campbell, Guillermo Escudero, Mauro Escudero, Amit Fadia, Amita Fadia, Rajen Fadia, James Jacobsen, Anne LeBauer, David LeBauer, Emil LeBauer, Kai Sadalla, Carole Siegler, Mamie Spillane, and Aaron Zeldin

Joining Online:

Approximately 13 visitors attended the regular meeting through the YouTube live link.

1. **OPENING – 4:30 PM**

1.1. **Call to Order**

President Amy Krauss called to order the governing board meeting at 4:30 p.m.

2. **EXECUTIVE SESSION**

2.1. **Executive Session, personnel, pursuant to A.R.S. §38-431.03 (A)(1) - Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body - Annual Performance Review of Superintendent.**

Upon a motion by Eileen Jackson and a second by Tom Logue, the governing board moved into executive session for discussion of personnel, pursuant to A.R.S. §38-431.03 (A)(1) at 4:31 p.m.

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

3. **OPENING (CONTINUED) – 6:30 PM**

3.1. Welcome

President Krauss welcomed the public.

3.2. Pledge of Allegiance

President Krauss led the group in the Pledge of Allegiance.

3.3. Rules of Order for Governing Board Meetings

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

3.4. CFSD Star Award – Catalina Foothills High School Boys Tennis Division II State Championship Team

The governing board recognized the Catalina Foothills High School Boys Tennis Division II State Championship Team following an outstanding undefeated 16-0 season. This marks Catalina Foothills' 19th Boys Tennis State Championship, the team's second consecutive title, and the program's eighth championship in the past ten years.

Board Vice President Tom Logue praised the program's legacy of excellence while noting that each season's success is earned through the dedication of new athletes and coaches. He also recognized first-year head coach Nicholas Uphoff who commended the team's competitive spirit and determination throughout the championship season.

The 2026 athletes are Santiago Astengo Jaime, Ahmed Bozdogan, Damon Brown, Malik Campbell, Andrew Eddy, Matthew Eddy, Mauro Escudero, Rajen Fadia, Finn Griffis, Emil LeBauer, Kai Sadalla, Alexander Tehrani, Rene Vidal, and Aaron Zeldin. The team's coach is Coach Nicholas Uphoff. Each athlete and their coach were presented with a CFSD Star award certificate and pin.

4. **PUBLIC COMMENTS**

One individual addressed the governing board remotely regarding the Skyline Country Club Estates neighborhood bus survey results and commended the district's creativity for additional student bus service: Sam Rogers.

5. **CONSENT AGENDA**

A board member requested to pull item 5.5 the personnel memorandum, and another board member requested to pull items 5.16 and 5.11.

Upon a motion by Tom Logue and a second by Jacquelyn Davoli, the governing board approved the following items on the consent agenda: 5.1 the governing board May 12, 2026, regular meeting minutes, as presented; 5.2 the governing board May 12, 2026, executive session meeting minutes, as presented; 5.3 the expense voucher memorandum, as presented; 5.4 the fundraising request memorandum, as presented; 5.6 the acceptance, with gratitude, of the gifts and donations memorandum, as presented; 5.7 the authorization to utilize signature stamps for Jacquelyn Davoli, Amy Krauss, Eileen Jackson, Tom Logue, and Gina Mehmert for processing accounts payable and payroll vouchers for fiscal year 2026-2027, as presented; 5.8 the authorization for Denise Bartlett, Mindy Westover, Sheryl Castro, and Lisa Taetle as check signers for the district's bank accounts for fiscal year 2026-2027, as presented; 5.9 the delegation of authority to Lisa Taetle, Denise Bartlett, and Mindy Westover to approve requests for duplicate warrants for fiscal year 2026-2027, as presented; 5.10 the authorization of Lisa Taetle to act as district representative to respond to bid protests and to approve emergency procurements for fiscal year 2026-2027, as presented; 5.12 the delegation of the authority to determine when to utilize the RFP process for all procurements regardless of value for fiscal year 2026-2027 to Lisa Taetle, as presented; 5.13 the appointment of Lisa Taetle as Catalina Foothills Unified School District No. 16 student activities treasurer and the appointment of the following district employees as assistant student activities treasurers: Denise Bartlett and Mindy Westover for fiscal year 2026-2027, as presented; 5.14 the intergovernmental agreement between Pima County Joint Technical Education District and Catalina Foothills Unified School District No. 16, as presented; 5.15 the award to Concord General Contracting for the campuswide window blind replacement project at Catalina Foothills High School in the amount of \$138,230.00, as presented; 5.17 the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008119 for the replacement of a 120-gallon hot water heater at Catalina Foothills High School in the estimated amount of \$50,000.00, as presented; 5.18 the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008138 for the replacement of an air conditioning system at Orange Grove Middle

School in the estimated amount of \$300,000.00, as presented; and 5.19 the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008143 for the replacement of the fire alarm control system at Sunrise Drive Elementary School in the estimated amount of \$900,000.00, as presented.

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

Item 5.5

A board member pulled the personnel memorandum to recognize and introduce Mamie Spillane, the recommended candidate for principal of Ventana Vista Elementary School, who was present in the audience. Superintendent Denise Bartlett shared that Ms. Spillane brings 24 years of experience in education, including service as a teacher, instructional coach, assistant principal, and elementary principal in the Amphitheater School District. Dr. Bartlett highlighted Ms. Spillane's leadership in school improvement efforts, Positive Behavioral Interventions and Supports (PBIS) implementation, dual language immersion experience, and bilingual multicultural education background, describing her as an excellent fit for Ventana Vista Elementary School.

Board members welcomed Ms. Spillane and expressed appreciation for the extensive work administrators invest in recruiting and selecting strong educational leaders.

Upon a motion by Tom Logue and a second by Eileen Jackson, the governing board approved consent agenda item 5.5 the personnel memorandum, as presented.

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

Item 5.11

A board member pulled item 5.11 the disposition of district stewardship and capital assets to provide additional context on the district's asset disposal procedures. Superintendent Bartlett explained that because district property is purchased with taxpayer funds, state procurement requirements require items such as textbooks, furniture, and equipment to be offered through auction before disposal. She noted that schools first determine which items are no longer needed and offers the items to other schools in the district. If no school is interested, then the district attempts to sell them through auction up to three times. If items do not sell, the district may then dispose of them.

Board members asked questions regarding auction requirements, timelines, and whether materials could be donated or discarded without the auction process. Dr. Bartlett shared that the disposal activity as mandated by state procurement requirements, occurs throughout the year, particularly at the end of the school year and during curriculum adoptions. She noted that any proceeds generated are returned to the district's capital fund.

Upon a motion by Tom Logue and a second by Gina Mehmert, the governing board approved consent agenda item 5.11 the delegation of the authority to approve the disposition of district stewardship and capital assets for fiscal year 2026-2027 to Director of Finance Lisa Taetle, as presented.

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

Item 5.16

A board member pulled item 5.16 the award to RWC International LTD for the purchase of two new nine passenger vans in the amount of \$194,709.01 to request additional information about the purpose of the vehicles and how they would be used. Superintendent Denise Bartlett explained that the vans will replace older 16-passenger student transport vehicles that are no longer insurable by the District's insurance carrier due to rollover safety concerns. She noted that the new vans will be part of the District's white fleet and used for athletics, competitions, and other small-group student travel, but not for home-to-school transportation, which requires yellow buses.

Board members asked questions regarding passenger capacity, driver requirements, and transportation procedures for larger groups. Dr. Bartlett shared that approved staff members, including coaches, complete annual driver training to operate the vehicles, and larger groups would continue to use district buses when needed. She also noted that the retired 16-passenger vehicles will be sent to auction.

Upon a motion by Tom Logue and a second by Gina Mehmert, the governing board approved consent agenda item 5.16 the award to RWC International LTD for the purchase of two new nine passenger vans in the amount of \$194,709.01, as presented.

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

5.1. Approval of May 12, 2026, Regular Governing Board Meeting Minutes Memorandum

On the consent agenda, the governing board approved the regular governing board meeting minutes for May 12, 2026, as presented.

5.2. Approval of May 12, 2026, Executive Session Governing Board Meeting Minutes Memorandum

On the consent agenda, the governing board approved the executive session governing board meeting minutes for May 12, 2026, as presented.

5.3. Approval of Expense Voucher Memorandum

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

Expense Voucher		Amount
26157	\$	61,921.96
26160		1,763,917.34
26161		144,673.71
26162		169,850.61
26163		219,594.85
26164		538,110.68

5.4. 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)						
Student Council	Homecoming dance 2026 ticket sales	To raise funds for future student council activities and various conventions.	On/Off campus/online	08/03/2026 to 09/18/2026	\$20,000.00	\$15,000.00
Student Council	Winter Formal 2027 ticket sales	To raise funds for student activities, student council supplies, and conventions.	On/Off campus /online	12/01/2026 to 01/16/2027	\$50,000.00	\$25,000.00
Student Council	Prom dance ticket sales	To raise funds for student activities, student council supplies, and conventions.	On/Off campus /online	03/15/2027 to 04/17/2027	\$50,000.00	\$25,000.00
Student Council	Falcon apparel sales	To raise funds for future student council activities, supplies, and various conventions.	On/Off campus /online	2026-2027 school year	\$8,000.00	\$3,000.00
Student Council	Restaurant dine-outs	To raise funds for future student council activities, supplies, and various conventions.	Off campus	September 2026, November 2026, February	\$500.00	\$500.00

				2027, and April 2027		
Student Council	Fall grams	To raise funds for future student council activities, supplies, and various conventions.	On campus	10/01/2026 to 10/31/2026	\$500.00	\$200.00
Student Council	Spring prom grams	To raise funds for future student activities, student council supplies, and various conventions.	On campus	February 2027 to April 2027	\$500.00	\$400.00
Student Council	Ticket sales for "Café Falcon", a catered dinner for students, friends, family, and staff	To raise funds for student activities, student council supplies, and conventions.	On/Off campus /online	2026-2027 school year second semester date TBD	\$1,500.00	\$700.00
Student Council	Powderpuff football game ticket sales	To raise funds for future student council activities, supplies, and various conventions.	On/Off campus /online	April 2027	\$3,000.00	\$2,500.00
Pomline Boosters	Business sponsorships solicitation by parents	To raise funds in support of performances, competitions, school events, choreography, team activities, and related program expenses.	Off campus	2026-2027 school year	\$15,000.00	\$15,000.00
Pomline Boosters	Future Pommie Clinic, football season	To raise funds in support of team and coach expenses related to performances, competitions, choreography, school events, transportation, team activities, and program support.	On campus	09/25/2026	\$4,000.00	\$3,250.00
Pomline Boosters	Future Pommie Clinic, basketball season	To raise funds in support of performances, competitions, school events, choreography, team activities, and related program expenses.	On campus	Date TBD during 2026- 2027 season	\$2,000.00	\$2,000.00
Pomline Boosters	Nationals Send Off Dance Showcase and Celebration	To raise funds in support of performances, competitions, school events, choreography, team activities, and related program expenses.	On campus	Spring 2027; Date to be determined	\$750.00	\$750.00
Ventana Vista Elementary School (VVES)						
Family Faculty Organization (FFO)	School sponsorships displayed on banners at FFO events	To raise funds for staff appreciation, field trips, teacher stipends and grants.	On/Off campus /online	07/01/2026 to 05/31/2027	\$3,000.00	\$3,000.00
FFO	Spirit wear sales	To raise funds for staff appreciation, field trips, teacher stipends and grants.	Off campus/ online	07/01/2026 to 05/31/2027	\$2,000.00	\$2,000.00

FFO	Dine outs at various restaurants	To raise funds for staff appreciation, field trips, teacher stipends and grants.	Off campus	07/30/2026 to 05/20/2027	\$4,000.00	\$4,000.00
FFO	Direct donation campaign "Bobcat Bucks"	To raise funds for staff appreciation, field trips, teacher stipends and grants.	Off campus/online	08/03/2026 to 05/19/2027	\$15,000.00	\$15,000.00
FFO	Noche de Loteria ticket sales	To raise funds for staff appreciation, field trips, teacher stipends and grants.	On campus	09/18/2026	\$2,000.00	\$2,000.00
FFO	Mileage Club running lap pledge	To raise funds for staff appreciation, field trips, teacher stipends and grants.	On/Off campus /online	10/01/2026 to 03/31/2027	\$25,000.00	\$23,000.00
FFO	Trunk or Treat	To raise funds for staff appreciation, field trips, teacher stipends and grants.	On campus	10/30/2026	\$500.00	\$500.00

5.5. 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
<ul style="list-style-type: none"> • New Hires • Status Change 	<ul style="list-style-type: none"> • New Hires • Extra Duty • Status Changes • Rehire 	<ul style="list-style-type: none"> • Correction • Rehires • Resignations • Status Change 	<ul style="list-style-type: none"> • Corrections • New Hire • Rehires • Resignations 	<ul style="list-style-type: none"> • Volunteer

5.6. 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
5/8/2026	Gergely Kota	Catalina Foothills High School	Instruction	\$20.00
5/8/2026	Microsoft Matching Gift	Catalina Foothills High School	Instruction	\$20.00
5/8/2026	Intel Foundation	Murphey Administration Center	Executive Administration	\$24.28
5/8/2026	Cisco Matching Gift	Canyon View Elementary School	Instruction	\$107.20
5/8/2026	Gergely Kota	Catalina Foothills High School	Science Olympiad	\$20.00
5/8/2026	Microsoft Matching Gift	Catalina Foothills High School	Science Olympiad	\$20.00
5/11/2026	John Melichar	Orange Grove Middle School	Instruction	\$400.00
5/11/2026	RTX Matching Gift	Orange Grove Middle School	Instruction	\$400.00
5/12/2026	Canyon View FFO	Canyon View Elementary School	Purchase and installation of sun shades	\$11,931.39
			TOTAL	\$12,942.87

5.7. Approval of Authorization for Use of Governing Board Signature Stamps for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the authorization to utilize signature stamps for Jacquelyn Davoli, Eileen Jackson, Amy Krauss, Tom Logue, and Gina Mehmert for processing accounts payable and payroll vouchers for fiscal year 2026-2027, as presented.

5.8. Approval of Authorized Check Signers for District Bank Accounts for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the authorization for Denise Bartlett, Mindy Westover, Sheryl Castro, and Lisa Taetle as check signers for the district's bank accounts for fiscal year 2026-2027, as presented.

5.9. Approval of Delegate Authority for Issuance of Duplicate Warrants for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the delegation of authority to Lisa Taetle, Denise Bartlett, and Mindy Westover to approve requests for duplicate warrants for fiscal year 2026-2027, as presented.

5.10. Approval of Authorization for District Representative for Emergency Procurements and Bid Protests for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the authorization of Lisa Taetle to act as district representative to respond to bid protests and to approve emergency procurements for fiscal year 2026-2027, as presented.

5.11. Approval of Authorization for District Representative for Approval of Disposal of Assets for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the delegation of the authority to approve the disposition of district stewardship and capital assets for fiscal year 2026-2027 to Director of Finance Lisa Taetle, as presented.

5.12. Approval of Authorization for District Representative for Request for Proposal (RFP) Procurements for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the delegation of the authority to determine when to utilize the RFP process for all procurements regardless of value for fiscal year 2026-2027 to Lisa Taetle, as presented.

5.13. Approval of Student Activities Treasurers and Assistant Student Activities Treasurers for Fiscal Year 2026-2027

On the consent agenda, the governing board approved the appointment of Lisa Taetle as Catalina Foothills Unified School District No. 16 student activities treasurer and the appointment of the following district employees as assistant student activities treasurers: Denise Bartlett and Mindy Westover for fiscal year 2026-2027, as presented.

5.14. Approval of Intergovernmental Agreement between Pima County Joint Technical Education District and Catalina Foothills Unified School District No. 16

On the consent agenda, the governing board approved the intergovernmental agreement between Pima County Joint Technical Education District and Catalina Foothills Unified School District No. 16, as presented.

5.15. Approval of Award to Concord General Contracting for the Campus wide Window Blind Replacement Project at Catalina Foothills High School in the Amount of \$138,230.00

On the consent agenda, the governing board approved the award to Concord General Contracting for the campuswide window blind replacement project at Catalina Foothills High School in the amount of \$138,230.00, as presented.

5.16. Approval of Award to RWC International LTD for the Purchase of Two New Nine Passenger Vans in the Amount of \$194,709.01

On the consent agenda, the governing board approved the award to RWC International LTD for the purchase of two new nine passenger vans in the amount of \$194,709.01, as presented.

5.17. Approval of the Terms and Conditions for Acceptance of Monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008119 for the Replacement of a 120-gallon Hot Water Heater at Catalina Foothills High School in the Estimated Amount of \$50,000.00

On the consent agenda, the governing board approved the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008119 for the replacement of a 120-gallon hot water heater at Catalina Foothills High School in the estimated amount of \$50,000.00, as presented.

5.18. Approval of the Terms and Conditions for Acceptance of Monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008138 for the Replacement of an Air Conditioning System at Orange Grove Middle School in the Estimated Amount of \$300,000.00

On the consent agenda, the governing board approved the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008138

for the replacement of an air conditioning system at Orange Grove Middle School in the estimated amount of \$300,000.00, as presented.

5.19. Approval of the Terms and Conditions for Acceptance of Monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008143 for the Replacement of the Fire Alarm Control System at Sunrise Drive Elementary School in the Estimated Amount of \$900,000.00

On the consent agenda, the governing board approved the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-008143 for the replacement of the fire alarm control system at Sunrise Drive Elementary School in the estimated amount of \$900,000.00, as presented.

6. **UNFINISHED BUSINESS**

6.1. Approval of Revisions to the Facility Rental Rate Schedule per Policy KF, *Community Use of School Facilities* (second reading)

Superintendent Denise Bartlett confirmed no new updates to the proposed facility rental rate schedule for the 2026-2027 school year since the governing board's initial review on May 12. The proposed facility rental rate schedule includes no changes to current rental rates, based on stable utility costs. However, it reinforces provisions to recover any future utility increases through rental agreements and maintains the existing \$1 million liability and \$1 million property damage insurance requirements for all renters. The new schedule also reflects minor technical updates, including revised titles, the removal of a space that has never been available for rent, and the addition of a new rentable space.

Board members reiterated the district's intent of operating the facility rental program on a cost-recovery basis rather than for profit, with any excess revenues directed to the civic fund. It was also clarified that while the district may collect revenues above costs, those funds are deposited into the rental site's civic account, not into the district's operating budget.

Upon a motion by Eileen Jackson, and a second by Jacquelyn Davoli, the governing board adopted the 2026-2027 facility rental rate schedule per Policy KF *Community Use of School Facilities*, as presented.

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

7. **NEW BUSINESS**

7.1. Consideration of Revisions to the CFSD Performance Award Plan (first reading)

Associate Superintendent Mindy Westover presented three recommended updates to the performance award plan for the 2026-2027 school year focused on strengthening student-centered collaboration, clarifying attendance eligibility, and supporting early-career teachers. The first proposed change would require Collaborative Inquiry Teams (CITs) to establish measurable academic goals tied to student outcomes in addition to the current twelve-meeting attendance requirement. The second revises attendance eligibility so employees missing more than 70 workdays would no longer qualify for performance pay. The third proposed change would allow probationary teachers in their first three years to remain eligible for the full award with a Teacher Assessment Program (TAP) developing rating as they build instructional expertise. Teachers beyond their third year of employment would continue to be expected to perform at the effective or highly effective TAP rating to qualify for the full award. The performance award amount, determined by the state's allocation from the Classroom Site Fund, is projected to increase to \$883 per weighted student count for the 2026–2027 school year.

Board members discussed the proposed revision to the CIT requirement, which would require teams to establish measurable goals aligned with student achievement in addition to meeting attendance requirements. Questions focused on whether simply setting a goal was sufficient for performance award eligibility or whether teams should also be expected to demonstrate progress toward achieving those goals. District administration explained that the proposal represents a first step toward strengthening the CIT process, noting that some teams are still developing the ability to create rigorous, specific, and measurable goals. District administration noted future revisions may incorporate progress toward or achievement of goals but felt it was important to first ensure that all teams establish high-quality goals. Additional questions addressed how goals are reviewed, monitored, and revised throughout the year. District administration explained that site principals and the Director of Professional

Learning review goals and provide feedback, and that teams use six- to eight-week inquiry cycles to assess student progress and adjust instructional strategies. Board members expressed support for the direction of the proposal and encouraged administration to consider whether future plan language should more explicitly address progress toward goals. District administration indicated it would consider the Board's feedback and consult site administrators before the second reading.

Board members also discussed the proposed attendance eligibility revision, which would establish a threshold of 70 missed workdays before an employee would become ineligible for performance pay. Questions focused on the rationale for the proposed threshold, how frequently employees would be affected, and whether distinctions should be made between Family and Medical Leave Act (FMLA) absences and other types of leave. Ms. Westover explained that the 70-day threshold reflects the 60 days available through FMLA protections plus the 10 leave days employees accrue annually and noted that it is uncommon for employees to exceed that amount of leave. Board members further questioned whether the existing requirement that employees work at least 90% of instructional days before performance pay is prorated should be reconsidered. District administration indicated that no changes to the 90% threshold had been proposed but agreed to seek feedback from site administrators regarding whether the current standard remains appropriate.

The governing board expressed broad support for the proposed revision to the individual teacher performance component, which would allow probationary teachers within their first three years in the district to remain eligible for the full performance award with a developing TAP evaluation rating. Board members asked for clarification regarding which teachers would qualify, the rationale for the change, and how the proposal would affect the evaluation process. Ms. Westover explained that the provision would apply to all teachers during their first three years in CFSD, including experienced teachers who are new to the district. This would provide administrators the ability to conduct comprehensive evaluations of new teachers that accurately reflect a teacher's performance and growth during the transition into the district. District administration also clarified that the TAP rating categories are highly effective, effective, developing, and ineffective, and that teachers rated ineffective would not be eligible for performance pay. Board members voiced support for the recommendation, noting that it appropriately recognizes the developmental nature of early-career teaching and allows new teachers time to learn district expectations.

The governing board will review proposed revisions to the CFSD Performance Award Plan during a second reading on June 9, 2026.

7.2. Consideration of Revisions to Policy IKF *Graduation Requirements* (first reading)

Executive Director of Curriculum and Assessment Sheryl Castro shared proposed updates to the graduation requirements policy to clarify how the District documents civics test exemptions for eligible students receiving special education services. While students are generally required to pass the civics portion of the United States Naturalization Test as part of graduation requirements, the revised policy specifies that when the requirement is waived in accordance with state law, the student's transcript will reflect that the civics test requirement was waived.

Board members asked for clarification regarding prior guidance on transcript documentation when the civics test requirement is waived for eligible students receiving special education services. Ms. Castro explained that while state law allows certain students to be exempt from the requirement, the previous policy did not explicitly direct staff to record "waived" on transcripts, which resulted in inconsistent practice among counselors and the registrar. The revision was introduced to clarify and standardize documentation language to ensure transcripts accurately reflect approved exemptions. Board members expressed general support for the clarification, and no additional substantive concerns were raised.

The policy will return to the governing board for a second reading on the June 9 agenda.

8. **DISCUSSION / REPORTS**

8.1. The Achievements of the Senior Class of 2026 Report

Superintendent Bartlett shared the achievements of the Catalina Foothills High School Class of 2026, a remarkable group of 449 young people who began high school in the fall of 2022, when schools were still working to recover from the disruptions of the pandemic. They have left CFSD four years later as a class that, in several

meaningful ways, has set new high-water marks in the history of Catalina Foothills High School, and they did so within a school that *U.S. News & World Report* has ranked among the top 1 percent of high schools in the United States.

Behind each statistic on the report is a CFSD student who showed up, who tried, who may have failed, and who tried again. Behind each of these students is a teacher who saw the potential in them. Behind those teachers is a community of families who supported, encouraged, and trusted us with their children, many for their entire school career. The Class of 2026 is the product of that partnership. They are leaving CFHS not just with a diploma but well-prepared. They are prepared to think well, speak well, play well, lead well, and to excel in everything they do. What follows is a comprehensive accounting of what the Class of 2026 has accomplished.

Class profile

- 449 graduates
- Admitted to 180 colleges and universities across the U.S. and internationally (Australia, Canada, China, Japan, Mexico, Newfoundland)
- Will attend Ivy League and Ivy-equivalent institutions, every flagship public university in Arizona and California, conservatories of music and art, and military academies
- 95% plan to attend a two-year or four-year college in the fall (up from 92.5% in Class of 2025)
- \$16.8 million in merit scholarship awards offered, an average of more than \$37,000 per senior (Class of 2025: \$16M+ across 500+ students)

National Merit Scholarship Program

- 5 National Merit Finalists
- 10 National Merit Commended Students (up from 8 in Class of 2025)

College Board recognition

- 55 seniors earned the College Board School Recognition Award
- 5 seniors earned the College Board First-Generation Recognition Award

Premier named scholarships

- 1 Dorrance Scholar (the first in CFHS history)
- 1 Stamps Scholar (one of only 5 in the state of Arizona)
- 1 Flinn Scholarship Finalist
- 5 University of Arizona President's Saguaro Scholars (inaugural class, each earning up to \$60,000 over four years)

Academic depth and AP performance

- 80 seniors with a weighted GPA of 4.0 or higher through their 6th semester
- 136 AP Scholar recognitions as of May 2025 (roughly 1 in 3 seniors): 53 AP Scholars with Distinction, 26 AP Scholars with Honor, 57 AP Scholars
- 3 seniors have earned the AP Capstone Diploma, with 2 more on track this year
- 1 senior on track to earn the AP Seminar and Research Certificate

CTE, dual enrollment, and university credit

- 47 seniors dual-enrolled at the University of Arizona through CTE Advanced Biotech and Physics: Applications of Biotech
- 12 seniors in Engineering earned University of Arizona credit

Seal of the Arts & Seal of Biliteracy

- 80 seniors earned the Arizona Seal of Biliteracy across 10 different languages (up from 68 in Class of 2025)
- 11 seniors earned the Arizona Seal of Arts Proficiency

Music — Band

- Senior class led the Foothills Falcon Band to a 1st place finish and the Nunamaker Award for Overall Excellence at the University of Arizona Band Day
- 3 seniors selected for the Arizona All-State Honor Band
- 35 seniors selected for the Arizona Southeast Region Honor Band
- 3 seniors placed in the AMEA High School All-State Guitar Festival

Music — Orchestra

- 2 seniors performed with the AMEA Regional Honor Orchestra
- Orchestra seniors became the first CFSD class to complete nine full years of orchestra education, with many starting together as 4th graders in the program's inaugural year

Music — Choir

- 16 senior choir members traveled to California for the Anaheim Forum Festival
- 1 senior premiered an original choral composition he wrote for the singers at CFHS
- 5 seniors sang in the AMEA Regional Honor Choir
- 1 senior selected for the Arizona All-State Jazz Clinic Choir
- 1 senior selected for the Arizona All-State Choir

Visual Arts

- 1 senior exhibited artwork in the University of Arizona Museum of Art

Theatre Arts

- 2 seniors earned Superior ratings for individual achievements in Theatre Tech at the Southern Arizona Festival of Theatre Regionals
- 2 seniors were nominated for Monte Awards (scholarship competition for talented high school musical theater performers in the Tucson area), 1 advanced to the finals

Athletics

- 19 seniors signed National Letters of Intent (up from 18 in Class of 2025)
- Boys Tennis team won the school's 19th Division II state championship in program history (back-to-back title), led by seniors
- Girls Tennis team finished as Division II state runners-up, led by seniors

Military service

- 3 seniors participated in a Military Signing Ceremony; 1 earned a Navy SEAL contract offer

Research & academic competition

- A senior won Best Delegate at Model United Nations LXIII in Washington, D.C.
- 8 CTE Biotech seniors won awards at the Southern Arizona Research, Science, and Engineering Fair (SARSEF)
- 2 seniors selected as KEYS Research Interns at the University of Arizona BIO5 Institute

Community contribution

- 2 seniors designed an original curriculum to teach 3D printing to CFSD third graders

Board members expressed appreciation for the comprehensive report which highlighted the collective achievements of the Class of 2026 and reflected on the contributions made by students, families, staff, and the broader community, as well as the district's wide range of academic, extracurricular, and career-focused opportunities.

8.2. Fiscal Year 2027 Maintenance and Operations (M & O) Budget Discussion

Superintendent Bartlett reported no changes had been made to the proposed fiscal year 2027 maintenance and operations budget since the governing board's May 12 review. She advised that the Board would review preliminary state budget forms at its June 9 meeting and noted that the forms already incorporate the anticipated 2% inflation adjustment. While this may reduce the need for an early budget revision, the timing of any future revision remains dependent on final state budget action.

A board member commented on the continued gap between transportation funding and actual transportation costs, noting that the District's projected transportation revenue control limit of approximately \$1.6 million remains significantly below projected transportation expenditures of nearly \$2.2 million. The resulting shortfall requires the District to use M&O funds that could otherwise support instructional programs and employee compensation. Superintendent Bartlett confirmed the funding disparity and noted that transportation funding formulas had been adjusted this year, resulting in a rare increase in transportation revenue. She also advised that a recent audit identified mileage reporting discrepancies associated with the transition to new buses, which are expected to reduce the projected increase to the transportation revenue by \$100,000, which will further increase the funding gap. Board members discussed the costs associated with transportation operations, including personnel, maintenance, fuel, and vehicle replacement, and Dr. Bartlett explained that bus purchases are funded through voter-approved bond funds while operational expenses are funded through the M&O budget.

Board members also sought clarification regarding a previously discussed \$300,000 increase in auxiliary operations expenditures associated with out-of-state band and choir travel. Dr. Bartlett explained that the increase is offset by student participation fees deposited into auxiliary accounts and does not represent additional District-funded expenditures. She further noted that participation in such activities is voluntary, fee schedules are communicated in advance, and financial assistance for eligible students is often provided through booster organization support.

8.3. Arizona Legislative / Governmental Activity

Board members discussed ongoing behind-the-scenes budget work during the Arizona legislative recess and noted that including the 2% inflationary adjustment in initial budget forms could reduce the need for an early budget revision.

9. AGENDA PLANNING

There were no requests for future agenda considerations.

10. EXECUTIVE SESSION (CONTINUED)

- 10.1. Executive Session, personnel, pursuant to A.R.S. §38-431.03 (A)(1) - Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body - Annual Performance Review of Superintendent.

Note: The board will move out of executive session and adjourn the meeting. There will be no other action taken at this meeting.

The governing board did not continue into executive session.

11. ADJOURNMENT

Upon a motion by Jacquelyn Davoli, and a second by Eileen Jackson, the governing board adjourned the meeting at 8:11 p.m.

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