

August 21, 2025 at 5:00 PM - Work Session

I. OPENING

I.1. Call to Order

I.2. Roll Call

5:00PM

Board President Bell-Here

Board Vice President Koepnick—not present

Board Member Babcock-Here

Board Member David-Here

Board Member Nevarez- Here

I.3. Pledge of Allegiance

I.4. Moment of Silence

I.5. Adoption of Agenda

Motion-Board Member Babcock

Second – Board Member Nevarez

Board President Bell Aye

Board Vice President Koepnick—not present

Board Member Babcock Aye

Board Member David Aye

Board Member Nevarez Aye

II. PUBLIC COMMENTS

At the conclusion of the call to the public, Board members may respond to any criticism made by an individual who addressed the Board. Board members may also direct staff to review the concern or request the item be discussed at a future meeting. Board members may not discuss or take legal action on matters raised during this open call to the public. If you have submitted a Request to Speak form, the Board President will call upon you and ask that you **please identify yourself by clearly stating for the record your name and address**. Citizens are asked to restrict their comments to three (3) minutes. Groups wishing to speak should select a spokesperson to represent the view of the group. **(Board President may refrain from reciting this section if no RTS forms have been submitted).**

III. BOARD MEETING MINUTES NOT PREVIOUSLY APPROVED

Attachments: (1)

- [v1.2 8.7.2025DraftGeneralMinutes](#)

8/11/2025 at 1:14 PM

Motion Board President

Second Board Member Babcock

Board President Bell Aye

Board Vice President Koepnick—not present

Board Member Babcock Yes

Board Member David Yes

Board Member Nevarez Aye

IV. ACTION ITEMS - CONSENT

#### IV.1. **Approval of Routine Vouchers**

##### **Payroll**

Voucher #5 \$319,829.53

##### **AP**

Voucher #1004 \$245,014.92

Voucher #1005 \$99,259.33

Voucher #1049 \$4,400.93 Encumbrance

**Attachments:** (4)

- [Consent Voucher #3 -Payroll](#)  
8/11/2025 at 3:44 PM
- [Consent Voucher #1004 -AP](#)  
8/11/2025 at 3:54 PM
- [Consent Voucher #1005 -AP](#)  
8/14/2025 at 8:11 AM
- [Consent Voucher #1049 -Encumbrance-AP](#)  
8/14/2025 at 8:09 AM

#### IV.2. **HR Report**

**Attachments:** (2)

- [Consent- HR Report](#)  
8/19/2025 at 5:46 PM
- [Consent PA 1](#)  
8/19/2025 at 5:46 PM

#### IV.3. **School-Based Mentoring Partnership** Boys to Men Mentoring and Mingus Union High School District No. 4

**Attachments:** (1)

- [MOU Boys to Men MINGUS 2025-2026](#)  
8/6/2025 at 9:42 AM

#### IV.4. **Job Descriptions**

**Attachments:** (2)

- [School Nurse Job Description New 8.7.2025 BM Draft](#)  
8/11/2025 at 1:16 PM
- [DRAFT Grounds Technician Supervisor job description 8.21.2025 Board Meeting](#)  
8/12/2025 at 1:50 PM

#### IV.5. **Fall Sport Stipends**

**Attachments:** (1)

- [2025-2026 FALL SPORTS STIPENDS](#)  
8/14/2025 at 8:14 AM

IV.6. **Qualified Evaluators** Approval of recommended Certified Staff Evaluators for 2025-2026  
Per Policy GCO and A.R.S. 15-537, the Board will designate persons who are qualified to serve as  
evaluators for the teacher performance evaluation system.  
Qualified Teacher Evaluators 2025-2026: Melody Herne, Dave Beery, Katherine Forbes, Justin  
Monical, Chad Scott, Genie Gee, and Chad Elmer

IV.7. **Policy 2nd Reading** Volume 37, Number 7, 909, 910, 911, 912, 913, and 914  
**Attachments:** (1)

- [File 2nd Reading Volume 37, Number 7 909, 910, 911, 912, 913, and 914](#)  
8/15/2025 at 1:16 PM

IV.8. **IV.8 FY 2026 Superintendent Goals** Pursuant to A.R.S. 15-341 (39) the Governing Board will  
approve the Superintendent's Goals.

Motion Board Member Babcock  
Second Board Member David  
Board President Bell Aye  
Board Vice President Koepnick—not present  
Board Member Babcock Yes  
Board Member David Yes  
Board Member Nevarez Aye

## V. ACTION ITEMS - DISTRICT BUSINESS

V.1. **Updates to Policy** -Review of Policy GCCC. The Board will discuss and possibly approve updated language for Policy GCCC Professional/Support Staff Leave of Absence

**Attachments:** (2)

- [GCCC Â© PROFESSIONAL SUPPORT STAFF LEAVES OF ABSENCE WITHOUT PAY](#)  
8/20/2025 at 12:24 PM
- [GCC Â© PROFESSIONAL SUPPORT STAFF LEAVES AND ABSENCES](#)  
8/20/2025 at 12:24 PM

Discussion by Board Members:

Recommendation of removal of B-2, Clarification—Report absences

Board Member David--- originally noted by Vice President. Glaring discrepancy, language needs to be cleared up  
No issues

Motion—Board President I motion to remove the bullet B-2

Second Board Member Nevarez

Board President Bell Aye

Board Vice President Koepnick—not present

Board Member Babcock Yes

Board Member David Yes

Board Member Nevarez Yes

V.2. **Cell Phone Policy** The Board will discuss and possibly approve updated/specific language for technology use in the classroom, to include guidance on cell phone usage. Policy IJNBD-R (pages 9, 10, 11 from Policy Advisory Volume 37 No 6)

**Attachments:** (1)

- [IJNBD-R](#)  
7/30/2025 at 9:41 AM

Board President--- recognized that Guiding Coalition and Teachers present for the discussion. Over the years improvements have been made. Recommendation Bell to Bell from start of school day to end, restriction on cell phones there can be exemptions. Research on VA school-- fights went down, scores slowly going up.

Board Member David—Very familiar with Wakefield VA. There should be a temporal and spatial view of how we deal with cell phones (any electronic device). In favor of Bell to Bell. Lunch unstructured, we are raising young adults, would be in favor of students using technology during lunch. Students off campus for lunch, want students to use cell phones off campus. Spatial...subject to the rules. Temporal---allowed during lunch. Non-instructional time vs structured time.

Board President--- If students are not on campus, we don't have the right to restrict cell phone

Board Member Nevarez—go along with Bell to Bell. Give teachers more latitude. Times when a teacher may need to allow a students to use a cell phone. Students will follow the guidelines if we give them the guidelines.

Board Member Babcock—curious the pros/cons this year. Last year was not as strict. Curious to hear from teachers.

P. Bodam Love the Policy agrees with Nevarez—FASFA, interview, etc. be professional call admissions office, take these in consideration. Students going through things in the home may need their phones.

K. McKean—Dual Enrolled students need to use the phone to log-in into college apps for Yavapai College.

Principal Beery--- thanks to the Board. If we do a Bell to Bell how does that look in terms of policing this. Visited 12-14 classes a week one student had to be spoken to about the cell phone. It has been clear from day one cell phones turned in is a non-negotiable. Not to compete with an algorithm of social media on the cell phone.

J. Teague- Reminded the Board technology as an educational tool is a part of the curriculum. Digital photography, done on phones, challenges to purchasing school cameras. A.P Art. Requirements for college, teach photo editing. Type of documentation and the student work will be of a lesser quality. This year, less of a fight. Teenagers want to escape, right now cell phones are the financial best way for these Art classes.

Board Member David—the educational use is not being taken away.

J. Teague---clarification on Bell to Bell

Board Member David—read the policy, doesn't want to usurp the authority of the teacher, consistency is key. Intent is not to cripple, but to enable.

Board Member Nevarez--- We may need to define Bell to Bell.

C. Elmer--- Business Management, we use cell phones as part of the curriculum

Board President Bell--- more of the consistency from class to class Cell phone free learning zone. Phones put away when they walk into the classroom.

Principal Beery—suggested using the verbiage of updated statute

Board Member David---Bell to Bell—requires permission for the exceptions: Educational purposes, calls to home etc. Clear and consistent.

Board President Bell—Clarification, lunch

Board Member David—Lunch can have the phone (unstructured time) Rather you have conversations with your peers. Bell to Bell with specific restrictions Educational purposes.

J. Teague—Monitoring cell phones during passing period becomes a cluster. Asking teachers to monitor the hallway will be tough

Board Member David—Encourage students to be Cognitively prepared for class

Board President Bell —Bell to Bell, means no access unless given access to the phone.

Principal Berry--- 600 students leaving campus, 2-4 adults at two exit points. Concerned how enforcement looks

Board Member Babcock—Pouch, trying to understand

Board Member David—Described the Fariday Option \$40K. The phones are in one place and the magnet to open in a different place. In his research the schools which use this go Bell to Bell. How do you want to roll this policy out. Teachers dictate in the classroom what this looks like.

P. Bodam—when she is in the hallway she sees that teachers are taking away the phones. What we are doing is working. Doesn't want to spend a lot of money.

S. Ventura—Bad look when you say Bell to Bell and a kid has a phone in the hallway. Great start to the year, culture shift. Policy does not need to be implemented. I appreciate the support of keeping things the way they are.

F. Marston—Previous school students turned in the phone beginning of the day, had a lot of bumps if there was a family emergency or at the end of the day. We are in the beginning of a culture change in this school that surprised me. Greet's kids at the door and takes phones, not asking kids like we used to. App on phone to check grades. His Seniors have been respectful. Pleasant to see the change

Board Member Babcock—curious how smart watches play a part

J. Teague—not as pervasive. Maybe 2%

Board Member Babcock—what about earbuds

J. Teague—always an issue, Instructing take the out, working time, put them in.

Board Member David—Heard a lot, this is helpful. What about Lunch.

Board President Bell —When researching Wakefield. They are using a different company, where they are using magnets, a person doesn't need to unlock, the magnets are stationary. I am still hearing "we see them, we tell the student to put it away" Mental health component of cell phones. Horrible things occurring on Social Media Top have a bigger Policy in place helps. Worth visiting a bit, looking into different companies to see what is out there.

Board Member Nevarez—Schools adding to their policy Child Internet Protection Act (2000) should we look at this? If you video or look at things, there will be a consequence. Throughout the country Districts are implementing cell phone policies. This will go a long way in terms of the message we want to give our kids.

Beery—Our web filters catch most everything. Students on cellular networks vs Mingus networks we can not monitor that

David—concern where this may be headed, studies extremism, not worried about being on the cell phone at school. This is a low risk environment. Us as better opportunity to ready our kids for the work force/real world . let's not treat the kids as vulnerable damaged goods. We can escalate late

Teague—As a staff we have a good relationship with our kids. If this is the expectation it will be hard but we can make it work

Board President Bell—difficult place where we are at, if we don't find a reasonable solution to give to the staff. Maybe costly now. Highest impact for students. Look into companies that exist to solve this. I have no idea what the cost would be. Research different companies. Write a policy and Bring back for discussion

V.3. **Pay Increase Policy** The Board will discuss and possibly approve an updated structure for Meet and Confer as well as a correlation between student performance and staff salary increases.

**Attachments:** (2)

- [HA-R \(1\)](#)  
7/30/2025 at 9:43 AM
- [GCB Â© PROFESSIONAL STAFF CONTRACTS AND COMPENSATION](#)

Call to the Public—All who requested to speak were granted three (3) minutes

Board Member David—Appreciate the comments, none of them are surprising. Strategic Plan, which is to come, will guide changes. When you implement a strategic plan which is a 5-year plan. We will need to align a lot of processes against the plan. Finances, curriculum, evaluations. Lots of rubrics, these things are unlikely to change. Superintendents Goals how do we measure how we are improving. Summative scores are a part of this. 82% graduation rates, rates that need to improve. We are not at the stage of attaching summative scores to the evaluations. Award people for the performance, not blind side, not punish. Strategic Plan will change a lot. These changes will occur over time; start to get to something in place now, so we can align once the plan is finished. I am personally not opposed to Meet and Confer I am here to learn as well.

P. Bodam—clarification Summative Scores referring to the ACT. Teachers feel pressure when you have scores tied to salary. Not just certified but classified as well.

Board Member David—not necessarily the ACT. Not a fan of what we have, but it gives us data cohort to cohort

Board Member Bell—Punitive is the wrong word. No one on the Board is trying to penalize teachers. We support teachers. If you hear differently let us know. This is a Board that wants change. The Stakeholder we represent, is the community. They want to see change. No one came here thinking we were going to solve a policy in less than an hour. All of us on the Board were intentional in hearing from teachers and having you be invited. Balance of this Board. Top down of Goal Setting. Part of why we are doing Strategic Planning. ASBA and Open Meeting law it must be agenzized for us to talk about.

S. Renard—Concern was when it was listed as an action item. Knew it was coming. Given that this Board has adopted policy before it kind of gave us this binary choice of overreact

Board Member Nevarez--- it is a discussion We support the teachers. We do not want to punish you guys. There is a process. We need to focus on the process. How do we get there.

S. Ventura—Meet and Confer is a policy that is important for transparency. Doesn't see how Strategic Plan ties into this. Sit across the table and have the meeting. Correlation between scores and pay, we have the Classroom Site Fund Performance pay piece. Regular salary increases and tying that to performance. Equity issues in terms of what do you do on this campus. If there are raising across the Board which tie to performance that will take a lot of nuance. There are employee rights needs to be unpacked and unpeeled.

Board President Bell—Meet and Confer Structure of what it looks like can be whatever the school decides. No one is going into a Meet and Confer where teachers are not involved. Classroom Site Fund has 20% performance

based pay. What rigorous goals do we want to make. Work session and General Meeting posted to the public. Following all the protocol

J. Teague—Healthy does of assumptions. Teaching staff not having all of the information. Engage with us. Sees this Board as not being hostile. In the last few months we have seen support. April Board Meeting—curriculum conflated idea of tying our pay increases to achievement. Board Member Babcock you are the one who said maybe it's not the curriculum that is the problem. When we have past presidents, teachers who come to join us and the traditions of what Mingus is...fabric of 50 years. Who are the alumnae. From my perspective I do see that you are willing to engage. Superintendent Herne you know your job better than me. Having it put under action item vs. discussion we want to work with we are passionate about this. Warning Shot across the bow. I went back to April this did not line up.

Board President Bell--- recognize everyone cares about their job. The Board will be consistent, making sure teacher voices are at the table, Direction is up. How do we do that? Strategic Plan.. momentum Everyone top down to have skin in the game

Board Member David—I want you to think, help us measure performance against objective standards. What need to do better. We are not there yet Evaluation that needs to align to performance. Don't get defensive, but break the status quo. Help us with measurables. As these tools unfold, how do we use it. U.S. News Article about schools. Community cares, maybe you don't care. Our scores and graduation rate need to tick up Academic readiness is key, needs to be first. I have been trying to advocate to treat them as adults. Don't be defensive, work with us. Trying to come up with processes Central focus

C. Elmer—Talking about other things other than ACT. Superintendent Goals were all ACT. Less than 20% of kids need the ACT to go to university. Dangle a carrot but it's all I can do. No teeth. Think of that when you look at ACT.

Board Member David—ACT not the only measure, but it is what we have. ADE does not make ACT a requirement for graduation. The current stats are not that better We pushed the Superintendent it may be the wrong thing, but we do need something. Graduation rate, get more kids to Graduate.. AZ should be doing better. Every cohort has seen no improvement, can we do better? Is there a better measurement? Data from superintendent in our Weekly One-to-ones are we on track. Love the teachers, doing a great job, not granular enough.

Board Member Nevarez—Some of you are here, U.S. news, we were on that, we were ranked. I know we can do it Let's trust one another and work together. Common Goal we want to increase our proficiency rate.

B. Wimmer—3<sup>rd</sup> year at Mingus. Sophomore smallest 28 and 34 largest. ESS and EL students. Caps on classes. Distributing students equitably between classes. His students are not college bound. How to address these issues.

Board Member David—Board seeking to reward good teacher. High performing students and push even harder/higher. Reward exceptional staff doing all jobs that support school

J. Alcala—Punitive--- results not changing... feel punitive. Classroom Site Fund this is not a reward. The origin of 301 was to acknowledge the state does not pay us well.

Board Member Babcock—bringing up a good point. Needs to be fair across the Board Tied to Benchmark Asking how to come up with this system. Applaud you for being the best. Had a problem with the way we have done things in rewarding everyone. There's a handful that don't do that.



Superintendent Herne—Board Member Babcock the agenda has been in BoardBook over two weeks. Each Board Member has the opportunity to review and make changes. From the Dais, accountability placed on all Board Members to be prepared.

S. Ventura—Expectations of the Board vs. what we see at meetings and kind of decisions that have been made. Room for improvement Systems in place to reward teachers—stipends which have been cut. Trusting administrators to evaluate staff. Providing oversight is necessary, providing guidance, thinking of salary increases which sustain inflation, housing, could impact teacher retention. Desire to be on the same page. Room for improvement.

Board President Bell—appreciate everyone's voice

## **VI. INFORMATION AND DISCUSSION ITEMS**

VI.1. **Artificial Intelligence (AI) Policy** The Board will discuss a Policy specific to Artificial Intelligence in the academic setting.

Motion President--- Table A.I

Second Board Member Nevarez

President Bell Aye

Board Member Babcock Yes

Board Member David Yes

Board Member Nevarez yes

## **VII. REQUEST FOR FUTURE AGENDA ITEMS**

Add A.I. to next meeting; Amend to include discussion of honor code

Cell phone discussion and Salary Discussion Metrics we will be measuring which will not apply to one specific teacher or position

## **VIII. ADJOURNMENT**

Motion Board Member Babcock

Second Board President Bell

No Vote