

**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, September 9, 2025 - 6:30 PM, Doors Opened at 6:00 PM  
Regular Meeting Minutes**

**NOTICE OF MEETING**

On September 2, 2025, 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](http://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:**

Marharyta Bezel, Dan Grossenbach, Casey Oehlerking, Bart Pemberton, Carole Siegler

Joining Online:

Approximately 36 visitors attended the 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 recognized the following CFSD students and staff achievements:

**Postal History Foundation Postcard Design Contest Winners**

Elizabeth Luxbacher, a freshman at Catalina Foothills High School (CFHS), has been named the Grand Prize Winner in the Postal History Foundation's postcard design contest, celebrating Tucson's 250th birthday. Her artwork, featuring a Gila Woodpecker among blooming saguaros, will represent Tucson in this historic milestone year. Ventana Vista third grader Saison Maultsby placed third in the contest. More information, including how to order the postcards, can be found at [www.postalhistoryfoundation.org](http://www.postalhistoryfoundation.org).

Catalina Foothills High School

Catalina Foothills senior Chase Cesarek captured the championship at the Brophy Rodeo golf tournament on Saturday, August 23 at Grayhawk Golf Club's Raptor Course in Scottsdale. This marks Chase's second consecutive Brophy Rodeo title, a true accomplishment in a highly competitive high school golf tournament. Chase recently committed to Division I Utah Tech but continues to shine for the Falcons under the guidance of Head Coach Julie Walters. Congratulations, Chase, on this outstanding performance and well-deserved victory!

We are proud to celebrate Renee Shane-Boyd, Director of Bands, for being named a finalist for the 2025 Raytheon Leaders in Education Award by Tucson Values Teachers. This recognition honors PreK–12 teachers across Pima County who demonstrate exceptional commitment to educating youth, show leadership within their communities, and foster collaboration among peers. Renee was selected as one of just eight finalists from across Southern Arizona, for her remarkable contributions to student learning and to the broader education community.

Renee's leadership in our band program has inspired hundreds of students to pursue excellence in music and beyond. Under her direction, Catalina Foothills High School ensembles have earned regional and state accolades while providing students with life-changing opportunities to perform, compete, and grow as musicians and leaders. Her work is defined not only by high standards of artistry, but also by her ability to create an inclusive, supportive environment where every student feels a sense of belonging.

The Raytheon Leaders in Education Award will be presented at Stand Up 4 Teachers on November 6, 2025, at the Tucson Convention Center. Four awardees will be selected from the finalists to each receive \$2,500, along with an additional \$2,500 in matching funds for their districts. All finalists will be honored at the ceremony.

2. **PUBLIC COMMENTS**

Three individuals expressed concerns regarding equity in school activities, perceived inconsistencies in administrative support, the need for a more globally minded, civically engaged curriculum, and library books in schools: Margo Bezel, Casey Oehlerking, and Bart Pemberton.

3. **CONSENT AGENDA**

A board member pulled item 3.4 the fundraising request memorandum.

Upon a motion by Eileen Jackson and a second by Gina Mehmert, the governing board approved the following items on the consent agenda: 3.1 the governing board August 26, 2025, regular meeting minutes, as presented; 3.2 the expense voucher memorandum, as presented; 3.3 the field trip request memorandum, as presented; 3.5 the personnel memorandum, as presented; 3.6 the terms and conditions for the acceptance of monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-007605 for the replacement of two water valves at Catalina Foothills High School in the estimated amount of \$9,257.97, as presented; 3.7 the School Facilities Division award to Midstate Mechanical for the HVAC replacement at Ventana Vista Elementary School in the amount of \$42,370.00, as presented; and 3.8 the School Facilities Division awards to Concord General Contracting, Kelly, Wright & Associates, and Swaim & Associates for the HVAC replacement project at Orange Grove Middle School totaling \$1,749,908.00, as presented.

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

A board member requested an update on the timeline for the fundraising training of Booster Clubs and Family Faculty Organizations (FFOs) presidents and treasurers. Superintendent Bartlett explained that Director of Finance Lisa Taetle held mandatory in-person and recorded training sessions in late August for FFO leaders, boosters, and administrators on required fundraising and business procedures.

Upon a motion by Gina Mehmert and a second by Jacquelyn Davoli, the governing board approved item 3.4 the fundraising 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 August 26, 2025, Regular Governing Board Meeting Minutes Memorandum

On the consent agenda, the governing board approved the regular governing board meeting minutes for August 26, 2025, as presented.

3.2. Approval of Expense Voucher Memorandum

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

| Expense Voucher |    | Amount       |
|-----------------|----|--------------|
| 26022           | \$ | 1,734,570.15 |
| 26025           |    | 3,341.44     |
| 26026           |    | 84,306.08    |
| 26027           |    | 172,138.70   |
| 26028           |    | 132,062.49   |
| 26030           |    | 49,798.24    |

3.3. Approval of the Field Trip Request Memorandum

On the consent agenda, the governing board approved the following field trip requests:

| ORGANIZATION                                     | ACTIVITY                           | LEARNING NEXUS  | WHERE      | DATE(S)    | FEE    |
|--|------------------------------------|---|------------|------------|--------|
| Sunrise Drive Elementary School (SDES) 5th Grade | Arizona Sonora Desert Museum visit | Students will learn how desert plants and animals have adapted to live in the desert, comparing and contrasting desert animals and plants to organisms in other biomes to illustrate genetic differences. | Tucson, AZ | 03/03/2026 | \$0.00 |

3.4. 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 |
|---|--|--|------------|--|----------------|------------|
| <b>Catalina Foothills High School (CFHS)</b>  |  |  |            |  |                |            |
| CFHS Falcon Theatre Club                      | Concession sales at theatre performances       | To raise funds in order to provide authentic theatre experiences and connect students with industry professionals. | On campus  | September/October 2025, November/December 2025, and April/May 2026 | \$1,500.00     | \$1,500.00 |
| CFHS Girls Basketball Booster Club            | Apparel sales                                  | To raise funds to cover tournament fees, meals for the students, and uniforms.                                     | On campus  | 09/10/2025 through end of basketball season                        | \$1,000.00     | \$700.00   |
| <b>Ventana Vista Elementary School (VVES)</b> |  |  |            |  |                |            |
| VVES Family Faculty Organization (FFO)        | University of Arizona Football Game Fundraiser | To raise funds in support of teacher grants.   | Off campus | 11/22/2025   | \$500.00       | \$500.00   |

3.5. Approval of the Personnel Memorandum

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

| CERTIFIED STAFF  | CLASSIFIED STAFF   | COMMUNITY SCHOOLS  | COACH   | VOLUNTEER   |
|--|--|--|---|---|
| <ul style="list-style-type: none"> <li>• Status Change</li> <li>• Corrections</li> <li>• Extra Duty</li> </ul> | <ul style="list-style-type: none"> <li>• New Hires</li> <li>• Rehires</li> <li>• Status Changes</li> </ul> | <ul style="list-style-type: none"> <li>• New Hire</li> <li>• Rehire</li> <li>• Resignations</li> <li>• Status Changes</li> </ul> | <ul style="list-style-type: none"> <li>• Status Change</li> <li>• Volunteers</li> </ul> | <ul style="list-style-type: none"> <li>• Classroom</li> </ul> |

3.6. Approval of the Terms and Conditions for the Acceptance of Monies from the School Facilities Division Building Renewal Grant (BRG) Fund for BRG Project Number BRG-007605 for the Replacement of Two Water Valves at Catalina Foothills High School in the Estimated Amount of \$9,257.97

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-007605 for the replacement of two water valves at Catalina Foothills High School in the estimated amount of \$9,257.97, as presented.

3.7. Approval of the School Facilities Division Award to Midstate Mechanical for the HVAC Replacement at Ventana Vista Elementary School in the Amount of \$42,370.00

On the consent agenda, the governing board approved the School Facilities Division award to Midstate Mechanical for the HVAC replacement at Ventana Vista Elementary School in the amount of \$42,370.00, as presented.

3.8. Approval of the School Facilities Division Awards to Concord General Contracting, Kelly, Wright & Associates, and Swaim & Associates for the HVAC Replacement Project at Orange Grove Middle School Totaling \$1,749,908.00

On the consent agenda, the governing board approved the School Facilities Division awards to Concord General Contracting, Kelly, Wright & Associates, and Swaim & Associates for the HVAC replacement project at Orange Grove Middle School totaling \$1,749,908.00, as presented.

4. **UNFINISHED BUSINESS**

4.1. Approval of Revisions to Policy IJ and Regulation IJ-R, *Instructional Resources and Materials* (second reading)

Proposed revisions to Policy IJ and Regulation IJ-R, *Instructional Resources and Materials*, were reviewed by Executive Director of Curriculum and Assessment Sheryl Castro to align the policy and regulation with the recent *Mahmoud v. Taylor* (2025) decision. In addition to objection to any learning material or activity because of sexual content, violent content, or profane or vulgar language, the updates clarify that a parent/legal guardian may additionally object to an activity or learning material based on the assertion that the materials or activity are harmful, including because the materials or activity would question the family's beliefs or practices in sex, morality, or religion. Other changes standardize terminology, set clear guidelines for the use of videos and digital resources, and streamline processes for accessing or objecting to instructional materials.

Following a consultation with legal counsel, Ms. Castro informed the board that student presentations fall outside the scope of Policy IJ, as they are not defined as learning or instructional materials. Board members expressed their gratitude to Ms. Castro and the district administration for their responsiveness to the policy input.

Upon a motion by Tom Logue and a second by Eileen Jackson, the governing board approved the revisions to Policy IJ and Regulation IJ-R, *Instructional Resources and Materials*, as presented.

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

5. **NEW BUSINESS**

5.1. Consideration of Revisions to Policy GCQF, *Discipline, Suspension, and Dismissal of Professional Staff Members* (first reading)

Associate Superintendent Mindy Westover shared proposed revisions to Policy GCQF *Discipline Suspension and Dismissal of Professional Staff Members* to align with Arizona Senate Bill 1659 which amended Arizona

Revised Statute (A.R.S.) §15-350. The update adds a new section clarifying that schools and districts may request information from the State Board of Education regarding allegations of misconduct by current or prospective employees, whether certificated or non-certificated. The State Board must provide this information unless it would impede an active investigation. In this case, it would be released once the investigation is complete.

A board member inquired about the protocol for hiring candidates who are under an active investigation by the Arizona State Board of Education. Ms. Westover explained that the district's options include either deferring the employment decision until the investigation is concluded or proceeding with a different candidate. She clarified that while the district has always been able to ascertain if a certification is under investigation, the revised policy now allows the district to request the specific reason for the investigation.

Further questions by board members addressed the district's stance on applicants who have broken contracts with other school districts. Ms. Westover characterized this as a disqualifying factor for a candidate, stating that the district does not typically conduct interviews with individuals who are under contract with another district to avoid encouraging such actions. She also affirmed that the district is legally obligated to report certain allegations of misconduct to the State Board of Education and highlighted that the revised policy provides greater clarity for making sound hiring decisions.

Ms. Westover noted a typographical error that will be corrected in the draft for the second reading.

The policy will return to the agenda for a second reading on September 25, 2025.

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

Executive Director of Curriculum and Assessment Sheryl Castro presented proposed revisions to Policy IKF *Graduation Requirements* to align with Arizona House Bill 2540 which amended A.R.S. §15-741 regarding high school assessments conducted outside of the district and allowances for written assessments. Students who complete a nationally recognized assessment (adopted by the State Board of Education) outside of the district may submit their official score report, which the district will record, report to the State Board of Education and the Department of Education, and accept in place of the school administered assessment if the student's score was submitted before the date of the school administered test. The District may offer the statewide assessment in written form for students whose individualized education plan (IEP) or section 504 plan requires a written assessment, special circumstances, religious reasons, or at a parent/legal guardian's request.

A board member sought clarification, asking if the ACT was the primary example for this policy change, specifically if a student taking the test outside of school could submit that score and not take the test offered at school. Ms. Castro confirmed that this allowance is a new development and is currently limited to the ACT.

Board members also asked for clarification on the policy's requirement for students to provide "non-test indicator data." District administration explained that this data consists of demographic information collected before the test, which students are required to provide even if they opt out of taking the in-school test. District administration has access to the information at the individual student level for internal tracking purposes. Board members viewed the proposed revisions to the policy as a beneficial change for students.

The policy will return to the agenda for a second reading on September 25, 2025.

5.3. Consideration of Revisions to the District's Arizona State Seal of Arts Proficiency Program Description (first reading)

A revision to the District's Arizona State Seal of Arts Proficiency program description was presented by Executive Director of Curriculum and Assessment Castro. The program recognizes students who demonstrate advanced proficiency in the arts through coursework, projects, and creative experiences. The only change to the description is the addition of three qualifying Career and Technical Education courses: Film & TV 1, Film & TV 2, and Film & TV 3, as options that may count toward earning the State Seal of Arts Proficiency.

A board member inquired whether the revised program description was the same document sent to the Arizona Department of Education (ADE), to which Ms. Castro clarified that the document functions as a framework for

teachers and counselors to guide students on how to apply for the Seal of Arts Proficiency, noting that teachers add specific due dates annually to the framework for their students.

A board member asked if the district anticipates an increase in the number of students pursuing the Seal of Arts Proficiency with the addition of the new qualifying courses. Ms. Castro noted a general rise in interest, paralleling the growth of the Seal of Biliteracy.

A board member raised concerns about the potential for increased workload on teachers who mentor students pursuing the seal and the number of available mentors. Ms. Castro stated that her contact for the program had not expressed concerns about a shortage of teacher mentors, and she agreed to inquire further and provide an update at the second reading.

The revisions to the District's Arizona State Seal of Arts Proficiency program description will return to the agenda for a second reading on September 25, 2025.

5.4. Consideration of Superintendent's Proposed Performance Goals for 2025-2026 (first reading)

Superintendent Bartlett presented the first reading of her proposed performance goals for the 2025-2026 contract year. These goals are in addition to responsibilities identified in her job description, noted in Policy CBA *Qualifications and Duties of Superintendent*. Guided by the district strategic plan, the superintendent will lead initiatives that:

1. Reduce the gap between current and desired student academic achievement.
2. Raise the engagement of students so they are highly motivated to set and achieve increasingly challenging goals for deep learning.
3. Partner with families and the community to achieve CFSD strategic priorities.

The goals have a direct connection to the outcomes of increasing student achievement and learning of all students, retaining high quality teachers and staff, improving school climate and culture, and increasing community outreach and awareness to foster strong relationships with our community.

Board members asked questions to clarify the student achievement goals. Superintendent Bartlett confirmed that the 80% proficiency goal in math, English Language Arts (ELA), and science refers to the overall district average, not individual grade levels. The board inquired about how the district tracks student performance beyond the state's annual standardized tests. Dr. Bartlett responded that while the state test is the official measure for the goal, other assessments are used throughout the school year as predictive indicators of growth and to help teachers make instructional decisions. She emphasized that the state test provides an objective, external metric to validate the district's progress.

Board members inquired about the teacher retention rate goal of 86% and how that compares to the national average. The national average for teacher attrition is about 20%, which means that the district's retention goal of 86% (14% attrition) is "very good" compared to the national attrition rate. Dr. Bartlett clarified that this number includes all departures, including retirements, and that the goal is to actively maintain this high rate of retention. The district plans to achieve the retention goal through supportive structure and scheduling practices, ensuring teachers have adequate planning time to work with colleagues and aligning their schedules for activities like intervention time to support collaboration and skill-building.

Board members questioned whether the goal for increasing student attendance at each site was ambitious enough. They expressed concern that this goal focuses on physical presence and may not truly address student engagement and motivation. Dr. Bartlett responded that the district would implement proactive measures like "*check-in and check-out*" programs to build relationships and address student absenteeism. Additionally, the district will work with families to address barriers causing chronic absenteeism, including those driven by parents. A board member suggested measuring student involvement in extracurriculars to better reflect student engagement. Dr. Bartlett responded that such a goal would be difficult to measure district-wide, as elementary and middle schools do not have the same types of clubs as the high school.

Board members sought clarification on the open enrollment data, specifically the figure that shows 51% of students are open enrolled. The superintendent explained the district is currently "cleaning" that data to differentiate between students who open enroll from outside the district and those who open enroll to school different from their neighborhood school within the district. Board members acknowledged the importance of focusing on non-resident open enrollment due to declining birth rates and an aging population within the district. They understood that increasing these numbers is crucial for maintaining the budget and the breadth of programming offered at our schools.

Superintendent Bartlett acknowledged the principals and school teams for their hard, worthy work on the goals for school improvement. Both the governing board and the superintendent agreed that the goals are data-driven and measurable. Though a small piece of the district's day to day work, the goals are all connected to the core priorities of the strategic plan, ensuring that nothing is done without a clear, measurable objective.

The superintendent's proposed performance goals for 2025-2026 will return to the agenda for a second reading on September 25, 2025.

5.5. Approval of Resolution in Support of Legendary Teacher Day, September 25, 2025

The governing board reviewed a resolution in support of Legendary Teacher Day, which takes place on September 25, 2025. Superintendent Bartlett explained how the program, now in its twelfth year, recognizes teachers who have made a significant difference in our lives. Legendary Teacher tributes can be submitted online at <https://www.legendaryteacher.com/tribute>. Board member Gina Mehmert read the resolution.

**Whereas** the Governing Board of the Catalina Foothills School District believes we have all had special teachers that made a significant difference in our lives; and **Whereas** the Catalina Foothills School District Governing Board recognizes that those teachers demonstrated unique skills allowing them to transform their deep content knowledge into life changing student learning; and **Whereas** the Catalina Foothills School District Governing Board highly values the caring family culture created by those teachers; and **Whereas** the Catalina Foothills School District Governing Board understands that we often do not fully understand and recognize the profound influence teachers have on our future until we have lived our future; and **Whereas** the Catalina Foothills School District Governing Board realizes the importance of taking time to fully recognize the legendary teachers in our lives. Therefore, be it resolved that the Catalina Foothills School District Governing Board does hereby affirm its support for September 25, 2025, as Legendary Teacher Day. We encourage our entire community to take time on this day and contact the Legendary Teacher in your life and express your gratitude for the difference they made in your life.

Upon a motion by Gina Mehmert and a second by Jacquelyn Davoli, the governing board approved the resolution in support of Legendary Teacher Day, September 25, 2025, as presented.

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

6. **DISCUSSION / REPORTS**

6.1. Arizona School Boards Association (ASBA) Law Conference Report (September 3-5, 2025)

Vice President Eileen Jackson and Board Members Jacquelyn Davoli and Tom Logue shared insights from the annual law conference hosted by ASBA. Keynote speakers reinforced the district's current practices, including the use of *ParentSquare* as a primary communication platform and implementation of the wireless device policy in Kindergarten through 12<sup>th</sup> grades. Board members expressed gratitude for the district's investment in a comprehensive safety audit and the *Centegix* security platform which align with the best practices highlighted at the conference.

6.2. ASBA Delegate Assembly Report (September 6, 2025)

Board member Logue attended the annual delegate assembly virtually and highlighted key outcomes and changes to the legislative agenda. The assembly approved a request to increase public school tax credit donation limits to align with those for private schools. Items were also removed to streamline the agenda, including a line item related to concrete funding metrics and a policy on voter participation deemed outside ASBA's purview. An item to ask officials to address the causes and impact of increased gun violence at K-12

schools was initially removed due to redundancy with a similar item about self-harm and violence. However, it was restored by a majority vote because representatives felt that gun violence was a unique issue that deserved a standalone item.

The approved political agenda included legislative interests in the following areas:

- 1.) Adequately and equitably fund district schools to the national median per pupil funding
- 2.) Preserve, respect, and strengthen local control
- 3.) Improve opportunities and outcomes for all students
- 4.) Require public accountability and transparency for taxpayer dollars spent on education
- 5.) Arizona's rural and remote schools
- 6.) School safety and security
- 7.) Federal advocacy

Board members thanked Mr. Logue for attending the delegate assembly and for providing the in-depth report on the ASBA 2026 Political Agenda.

6.3. Arizona Legislative / Governmental Activity

There was no discussion.

7. **AGENDA PLANNING**

There were no requests for future agenda considerations.

8. **ADJOURNMENT**

Upon a motion by Eileen Jackson, and a second by Gina Mehmert, the governing board adjourned the meeting at 8:34 p.m.

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

Approved: September 25, 2025

Eileen Jackson, Vice President