

Regular Meeting
Monday, April 13, 2026 5:00 PM Mountain

Board Room
PO Box 207
San Carlos, AZ 85550

Dr. Leon Ben: Present
Aaron Miles: Present
Dimitri Nzeukou: Present
David Reede: Absent
Katrina Talkalai: Present

Present: 4, Absent: 1.

Dimitri Nzeukou came at 5:28 p.m.

I. OPENING

I.A. Call to Order

I.B. Roll Call

I.C. Pledge of Allegiance

I.D. Governing Board Comments**

II. OPENING (Continued)

II.A. Review, revision and ratification of Agenda

III. REPORTS

III.A. Superintendent's Report

III.A.1. Superintendent's report on the following:

- Student Achievement and Academics
- Science Fair Success
- Attendance and Student Engagement
- Staff and Professional Development
- District Communication and Technology
- Student and Community Engagement
- Strategic Goals Update
- Celebration and Positive Highlights
- San Carlos Unified School District Staff Attendance

III.B. Chief Financial Officer's Report

III.B.1. Chief Financial Officer's Monthly Report:

- Impact Aid FY26
- Meal Service
- Daily Expense Average — FY26

- Facilities/Information Technology/Transportation
- Completed Work
- Current Projects

IV. CONSENT AGENDA

IV.A. Approval of the San Carlos Unified School District Organization Chart for SY2025-2026 and SY 2026-2027.

IV.B. Approval to continue with Arizona School Boards Association Insurance Trust (ASBAIT) and First Financial Group (FFGA) as our Employees Benefit Insurance Providers with a 4% Increase.

IV.C. Requesting approval for the acceptance of the \$2,500.00 from Molina Healthcare to support San Carlos Unified School District Care Centers.

IV.D. Approval of the San Carlos Unified School District March 6, 2026, Governing Board Special Meeting minutes.

IV.E. Approval of San Carlos Unified School District March 10, 2026, Governing Board Meeting Minutes.

IV.F. Approval of the following San Carlos Unified School District Administration contract renewals for 2026 - 2027 SY: Ferro, N., Carlson, C., Begay, R., Fuller, S., Dillon, I., Leyva, M., Kitcheyan, M., Natsyn, J., Rajput, N., May, T., Hernandez, J., Bernabe, J.M., Slim, C., Ballard, C., Haozous, C., Talkalai, M., Chavez, K., McIntosh, E., Madrid, J., Fine, P., Asermelly, V., Pura, M.T., Bullock, K., Magana, Z., Allison, L., Sanchez, G., Thompson, D., May, I., Antonio, D., Antonio, T., Neptune, K., Josphe, A.,

IV.G. 2026–2027 San Carlos High School Athletic Coaching positions to hire: Haozous, H., Jr.*+, Ferreira, A., Cassadore, M., Jr., Bond, A., Logan, T., Phillips, K., Villaruel, C, Antonio, A*+., Swift, R., Ailak, K., Case, A., Lovatos, M., Antonio, T.+., Talbot, T.

* Hourly San Carlos Unified School District employee stipend will be paid in full once the regular season is completed.

+ 4+ years coaching

IV.H. Approval for disposal of the following vehicles that are no longer in use and will be auctioned as is. (list available upon request)

IV.I. Requesting approval for the disposal of items that are no longer working. (Refer to attachment)

IV.J. Requesting approval of three (3) Expense Vouchers for March 2026: 2627, 2628, 2629

IV.K. Ratification of the following payroll vouchers: 618, 619

IV.L. Approval of FY26 monthly budget reports for general ledger and student funds.

IV.M. Approval of FY27 Request for Proposal renewals for the following vendors:

- Play and Purpose — Special Education Speech Services
- DRS CPA, PLLC - Annual Audit Services
- MV Enterprises, Inc. - District Fuel
- Native Dynamics, LLC - Solid Waste Disposal
- Educational Contracting, LLC — Special Education Psychology Services

IV.N. Approval of FY27 Purchasing Cooperatives membership renewal and anticipated vendor list:

- Arizona State Procurement, AZ Department of Education Contracts
- Greater Phoenix Purchasing Consortium of Schools
- Mohave Educational Services
- Sourcewell formally, National Joint Powers Alliance (NJPA), which TCPN is a part of.
- Strategic Alliance of Volume Expenditures (SAVE)
- 1 Government Procurement Alliance (1GPA)
- General Service Administration (GSA)
- The Interlocal Purchasing System (TIPS)
- U.S. Communities

IV.O. Requesting the annual approval of the San Carlos Unified School District FY27 Sole Source Vendors list. (available upon request)

IV.P. Recommendation to approve out-of-state professional development travel for Alison Davis to Airway Heights, Washington on April 23–26, 2026, to participate in the Cultivation Relationship Program, with all expenses paid by the San Carlos Apache Tribe.

IV.Q. Recommendation of approval of the following athletic coaching positions for hire for the upcoming fall, winter, and spring sports season: Antonio, T., Antonio, D., Antonio, A.

IV.R. First Reading of Arizona School Board Association's Policy Advisories No. 961-1046. Volume 38, Number 2 April 2026

Policy Advisory No. 961.....DELETED Policy GA — Personal Goals / Priority Objectives

Policy Advisory No. 962..... Policy GB — General Personnel Policies Policy Advisory No. 963..... Policy GBA — Equal Employment Opportunity

Regulation GBA-R — Equal Employment Opportunity Exhibit GBA-E — Equal Employment Opportunity

Policy Advisory No. 964..... Policy GBAC — Indian Preference in Employment

Policy Advisory No. 965..... DELETED Policy GBB — Staff Involvement in Decision Making

Policy Advisory No. 966.....Policy GBEA — Staff Ethics NEW Regulation GBEA-R Ethics and Code of Conduct

NEW Exhibit GBEA-E Ethics and Code of Conduct

Policy Advisory No. 967.....Policy GBEEA — Staff Conflict of Interest Exhibit GBEEA-E — Staff Conflict of Interest

Policy Advisory No. 968.....DELETED Policy GBEB — Staff Conduct

DELETED

Regulation GBEB-R — Staff Conduct DELETED

Exhibit GBEB-E — Staff Conduct

Policy Advisory No. 969.....Policy GBEBB — Staff Conduct with Students

Policy Advisory No. 970.....Policy GBEEC — Gifts to and Solicitations by Staff Members

Policy Advisory No. 971.....Policy GBEC — Drug - Free Workplace

NEW Regulation GBEC-R — Drug - Free Workplace

Exhibit GBEC-EA — Drug - Free Workplace

DELETED Exhibit GBEC-EB — Drug - Free Workplace

Policy Advisory No. 972 DELETED Policy GBECA — Nonmedical Use or Abuse of Drugs or Alcohol

Policy Advisory No. 973 DELETED Policy GBECB — Alcohol Use by Staff Members

Policy Advisory No. 974..... Policy GBED — Smoking by Staff Members

Policy Advisory No. 975.....Policy GBEF — Staff Use of Digital Communications and Electronic Devices

Policy Advisory No. 976...DELETED Policy GBEFA — Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle

Policy Advisory No. 977.....NEW Policy GBGA — Health

NEW Regulation GBGA-RA — Health NEW Regulation GBGA-RB —Health

NEW Exhibit GBGA-EA — Health

NEW Exhibit GBGA-EB — Health

Policy Advisory No. 978..... DELETED Policy GBGB — Staff Personal Security and Safety

DELETED Regulation GBGB-R — Staff Personal Security and Safety

Policy Advisory No. 979..... DELETED Policy GBGC — Employee Assistance

DELETED Exhibit GBGC-E — Employee Assistance

Policy Advisory No. 980..... DELETED Policy GBGCA — Wellness Programs

DELETED Regulation GBGCA-R — Wellness Programs

Policy Advisory No. 981..... DELETED Policy GBGCB — Staff Health and Safety

DELETED Exhibit GBGCB-E — Staff Health and Safety

Policy Advisory No. 982..... Policy GBGD — Workers' Compensation

Regulation GBGD-R — Workers' Compensation Exhibit GBGD-E — Workers' Compensation

Policy Advisory No. 983.....Policy GBI — Staff Participation in Political Activities

Policy Advisory No. 984.....Policy GBJ — Personnel Records and Files

NEW Regulation GBJ-R —Personnel Records and Files

DELETED Exhibit GBJ-E — Personnel Records and Files

Policy Advisory No. 985 Policy GBK — Staff Grievances

Regulation GBK-R — Staff Grievances

Exhibit GBK-EA — Staff Grievances

Exhibit GBK-EB — Staff Grievances

Exhibit GBK-EC — Staff Grievances

Exhibit GBK-ED — Staff Grievances

Exhibit GBK-EE — Staff Grievances

Policy Advisory No. 986..... Policy GBP — Prohibited Personnel Practices
 Policy Advisory No. 987..... DELETED Policy GCA — Professional Staff Positions
 Policy Advisory No. 988..... Policy GCB — Professional Staff Contracts and
 Compensation
 Policy Advisory No. 989.....Policy GCBA — Professional Staff Salary
 Schedules
 Policy Advisory No. 990..... DELETED Policy GCBC — Professional Staff
 Supplementary Pay Plans
 Policy Advisory No. 991.....DELETED Policy GCBD — Professional Staff Fringe
 Benefits
 Policy Advisory No. 992..... DELETED Policy GCC — Professional / Support Staff Leaves
 and Absences
 Policy Advisory No. 993.....Policy GCCA — Professional / Support Staff Sick
 Leave
 NEW Regulation GCCA-RA Types of Leaves
 NEW Regulation GCCA-RB Types of Leaves
 NEW Regulation GCCA-RC Types of Leaves
 NEW Exhibit GCCA-E Types of Leaves
 Policy Advisory No. 994.....DELETED Policy GCCB — Professional / Support Staff
 Personal / Emergency / Religious Leave
 Policy Advisory No. 995.....DELETED Policy GCCC — Professional / Support Staff Leaves
 of Absence without Pay
 DELETED Exhibit GCCC-EA — Professional / Support Staff Leaves of Absence without Pay
 DELETED Exhibit GCCC-EB — Professional / Support Staff Leaves of Absence without Pay
 DELETED Exhibit GCCC-EC — Professional / Support Staff Leaves of Absence without Pay
 DELETED Exhibit GCCC-ED — Professional / Support Staff Leaves of Absence without Pay
 DELETED Exhibit GCCC-EE — Professional / Support Staff Leaves of Absence without Pay
 Policy Advisory No. 996.....DELETED Policy GCCC — Professional / Support Staff Leaves
 of Absence without Pay (Fewer than 50 Employees)
 Policy Advisory No. 997.....DELETED Policy GCCD — Professional / Support Staff
 Military / Legal Leave
 DELETED Exhibit GCCD-E — Professional / Support Staff Military / Legal Leave Policy
 Advisory No. 998.....DELETED Policy GCCE — Professional / Support Staff Conferences /
 Visitations / Workshops
 Policy Advisory No. 999..... DELETED Policy GCCF — Sabbatical Leave
 Policy Advisory No. 1000... DELETED Policy GCCG — Professional Staff Voluntary
 Transfer of Accrued Sick Leave
 DELETED Regulation GCCG-RA — Professional Staff Voluntary Transfer of Accrued Sick
 Leave
 DELETED Regulation GCCG-RB — Professional Staff Voluntary Transfer of Accrued Sick
 Leave
 Policy Advisory No. 1001.... DELETED Policy GCCH — Professional / Support Staff
 Bereavement Leave
 Policy Advisory No. 1002..... DELETED Policy GCD — Professional Staff Vacations and
 Holidays
 Policy Advisory No. 1003..... Policy GCF — Professional Staff Hiring

Regulation GCF-R — Professional Staff Hiring Exhibit GCF-EA — Professional Staff Hiring
 Exhibit GCF-EB — Professional Staff Hiring Exhibit GCF-EC — Professional Staff Hiring
 Exhibit GCF-ED — Professional Staff Hiring
 NEW Exhibit GCF-EE – Hiring
 NEW Exhibit GCF-EF — Hiring
 Policy Advisory No. 1004..... Policy GCFC — Professional Staff Certification and
 Credentialing Requirements
 Exhibit GCFC-E — Professional Staff Certification and Credentialing Requirements
 Policy Advisory No. 1005.....DELETED Policy GCFE — Professional / Support Staff Hiring
 – Oath of Office
 DELETED Exhibit GCFE-E — Professional / Support Staff Hiring – Oath of Office Policy
 Advisory No. 1006..... Policy GCG — Time and Substitute Professional Staff
 Employment
 Policy Advisory No. 1007... DELETED Policy GCGB — Arrangements for Substitute Staff
 Members
 DELETED Regulation GCGB-R — Arrangements for Substitute Staff Members Policy
 Advisory No. 1008..... Policy GCH — Professional / Support Staff Orientation
 and Training
 Policy Advisory No. 1009..DELETED Policy GCI — Professional Staff Development
 Policy Advisory No. 1010 ..DELETED Policy GCJ — Professional Staff Probationary and
 Continuing Status
 Policy Advisory No. 1011..... Policy GCK — Professional Staff Assignments and
 Transfers
 Policy Advisory No. 1012..... DELETED Policy GCL — Professional Staff Schedules and
 Calendars
 Policy Advisory No. 1013.... DELETED Policy GCMC — Professional Staff Meetings
 Policy Advisory No. 1014..... Policy GCMF — Professional Staff Duties and
 Responsibilities
 NEW Regulation GCMF-RA – Duties and Responsibilities
 NEW Regulation GCMF-RB – Duties and Responsibilities
 Policy Advisory No. 1015..... Policy GCO — Evaluation of Professional Staff
 Members
 Regulation GCO-RA — Evaluation of Professional Staff Members
 DELETED Regulation GCO-RB — Evaluation of Professional Staff Members NEW Exhibit
 GCO-E – Evaluations and Contracts
 Policy Advisory No. 1016... DELETED Policy GCP — Professional Staff Promotions
 Policy Advisory No. 1017..... Policy GCQA — Professional Staff
 Reduction in Force
 Policy Advisory No. 1018..... Policy GCQC — Resignation of Professional Staff
 Members
 Policy Advisory No. 1019.... DELETED Policy GCQE — Retirement of Professional /
 Support Staff Members
 Policy Advisory No. 1020..... Policy GCQF — Discipline, Suspension, and
 Dismissal of Professional Staff Members
 NEW Regulation GCQF-RA – Discipline, Suspension, and Dismissal
 NEW Regulation GCQF-RB – Discipline, Suspension, and Dismissal

Policy Advisory No. 1021..... Policy GCR — Nonschool Employment by Professional Staff Members

Policy Advisory No. 1022.....Policy GCRD — Tutoring for Pay

Policy Advisory No. 1023..... Policy GCS — Professional Research and Publishing

Policy Advisory No. 1024..... DELETED Policy GDA — Support Staff Positions

Policy Advisory No. 1025..... DELETED Policy GDB — Support Staff Contracts and Compensation

Policy Advisory No. 1026.....DELETED Policy GDBA — Support Staff Salary

Policy Advisory No. 1027. DELETED Policy GDBC — Support Staff Supplementary Pay / Overtime

Policy Advisory No. 1028.DELETED Policy GDBD — Support Staff Fringe Benefits

Policy Advisory No. 1029DELETED Policy GDCG — Support Staff Voluntary Transfer of Accrued Sick Leave

DELETED Regulation GDCG-R — Support Staff Voluntary Transfer of Accrued Sick Leave

Policy Advisory No. 1030.....DELETED Policy GDD — Support Staff Vacations and Holidays

Policy Advisory No. 1031.....DELETED Policy GDF — Support Staff Hiring

DELETED Regulation GDF-R — Support Staff Hiring

DELETED Exhibit GDF-EA — Support Staff Hiring

DELETED Exhibit GDF-EB — Support Staff Hiring DELETED Exhibit GDF-EC — Support Staff Hiring

DELETED Exhibit GDF-ED — Support Staff Hiring

DELETED Exhibit GDF-EE — Support Staff Hiring

Policy Advisory No. 1032....DELETED Policy GDFA — Support Staff Qualifications and Requirements.

DELETED Exhibit GDFA-E — Support Staff Qualifications and Requirements Policy Advisory No. 1033.....DELETED Policy GDG — Part-Time and Substitute Support Staff Employment

Policy Advisory No. 1034.....DELETED Policy GDJ — Support Staff Assignments and Transfers

Policy Advisory No. 1035.....DELETED Policy GDK — Support Staff Schedules and Calendars

Policy Advisory No. 1036.....DELETED Policy GDL — Support Staff Workload

DELETED Regulation GDL-R — Support Staff Workload

Policy Advisory No. 1037.....DELETED Policy GDLB — Support Staff Meetings

Policy Advisory No. 1038..... DELETED Policy GDN — Supervision of Support Staff Members

Policy Advisory No. 1039.....DELETED Policy GDO — Evaluation of Support Staff Members

DELETED Exhibit GDO-EA — Evaluation of Support Staff Members

DELETED Exhibit GDO-EB — Evaluation of Support Staff Members

Policy Advisory No. 1040.....DELETED Policy GDP — Support Staff Promotions and Reclassification

Policy Advisory No. 1041.....DELETED Policy GDQA — Support Staff Reduction In Force

Policy Advisory No. 1042.....DELETED Policy GDQB — Resignation of Support Staff Members
Policy Advisory No. 1043.... DELETED Policy GDQD — Discipline, Suspension, and Dismissal of Support Staff Members
Policy Advisory No. 1044.....DELETED Policy GDR — Nonschool Employment by Support Staff Members
Policy Advisory No. 1045 Policy ECAC — Vandalism and Reporting Suspected Crimes Regulation ECAC-R - Vandalism and Reporting Suspected Crimes
Policy Advisory No. 1046Policy IHAL - Teaching About Religion

V. NEW BUSINESS

V.A. * Personnel Items: Discussion and possible approval on the following personnel Items:

V.A.1. Approval of renewal of additional Rice Intermediate Certified Teachers for SY 2026-2027: Francis, N., Tolimao, R.

V.A.2. Requesting to hire the following IT Support for 2025-2026 SY: Boni, M., Klindt, K.

V.A.3. Requesting approval to hire the following list: per recommendation received by the Human Resource office for 26-27SY: Barton, E., Dumelod, M. *, Remon, E.*
* Alternate

V.A.4. Approval of hiring Rice Intermediate Certified Teacher Applicants for SY 2026-2027: Klindt, A., Kearns, A., Uy, M., Bishop-Talgo, T.

V.A.5. Requesting approval of staff resignation/retirement/termination notice (s) received by the Human Resource Department: Talkalai, U., Logan, T., Johnson, J., Rundle, M., Camacho, M.

V.A.6. Requesting approval of retirement and payout of unused leave and return under Educational Services, Inc. (ESI): Pina, S., Jr.

V.A.7. Requesting board approval for an hourly rate increase: Littlefinger, L.

V.A.8. Requesting approval of unused vacation pay out for Michelle Camacho.

V.A.9. Approval of 2026 - 2027 SY Extra Duty Pay Schedule.

V.A.10. Requesting approval of the San Carlos Unified School District's Proposed Proposition 301 Performance Pay Plan for Fiscal Year 2025-2026.

V.A.11. Approval of hiring Exception Student Services (SPED) teacher for the Rice Intermediate school for SY26-27 and an alternate: Diamsay, M., Dare, S. (alternate)

V.B. Curriculum and Instruction - Action and or discussion as indicated.

V.B.1. Request of approval for out-of-state and overnight travel for San Carlos High School Senior Class Trip to Anaheim, California on May 2–7, 2026.

V.C. Business and Operations - Action:

V.C.1. Approval of FY26 to award Request for Proposal (RFP) 2026-01-31 Wide Area Network to San Carlos Telecommunication Utility, Inc. (SCATUI),

V.C.2. Discussion and approval of Resolution No. 03-14-2026 of the San Carlos Unified School District Governing Board accepting the findings of the Executive Systems Audit prepared by Bonfire Leadership Solutions.

V.C.3. Approval of Certified Teacher Salary Schedule Placement Corrections.

V.C.4. Approval of FY2026-2027 Classified Salary Schedule

V.C.5. Approval of FY27 Certified Teacher and Administrative Cost of Living Salary Schedule Adjustment.

V.C.6. Approval of 2026-2027 Certified Salary Placement and Benefit Updates.

V.D. EXECUTIVE SESSION *The Governing Board may vote to go into Executive Session pursuant to A.R.S. 38-431.03 (A)(1) to discuss personnel issues, regarding an applicant or employee of the District, pursuant to A.R.S. 38-431.03 (A)(2) to discuss records exempt by law from public inspection, pursuant to A.R.S. 38-431.03 (A)(3) for consultation with the District Attorneys or pursuant to A.R.S. 38-431.03 (A)(4) to discuss pending or contemplated litigation with the District Attorney(s).*

V.D.1. Personnel

V.D.2. New Business

V.D.3. Board Action Items

VI. CORRESPONDENCE

VI.A. San Carlos Middle School Principal's Monthly Board Report

VI.B. Rice Intermediate School Principal's Board Monthly Report

VI.C. Exceptional Student Services Director's Monthly Board Report

VI.D. Federal Program Director's Monthly Board Report

VI.E. San Carlos High School's Principal's Monthly Board Report

VI.F. Rice Primary Elementary School's Principal's Monthly Board Report

VII. ANNOUNCEMENTS AND DATES OF NEXT MEETING:

VII.A.

- April 29, 2025 - Staff Institute Day, No School @ SCUSD
- May 12, 2026 - Regular Monthly Governing Board Meeting
- May 25, 2026 — Memorial Day, No School @ SCUSD
- May 27, 2026 - San Carlos High School Graduation
- May 28, 2026 - San Carlos Middle School 8th Grade Promotion
- May 29, 2026 - Last Day of School @ SCUSD
- June 4–6, 2026 — Arizona School Board Association's Summer Leadership Institute, Flagstaff, Arizona
- June 9, 2026 - Regular Monthly Governing Board Meeting
- June 18, 2026 - San Carlos Apache Independence Day

- June 19, 2026 - Juneteenth Day
- July 4, 2026 - independence Day

VIII. ADJOURNMENT