MINUTES OF THE REGULAR MEETING
HEBER-OVERGAARD UNIFIED SCHOOL DISTRICT NO. 6 GOVERNING BOARD

Tuesday, August 11, 2026 | 7:00 PM | Performing Arts Center, 3375 Buckskin Canyon Road, Heber, AZ 85928

CALL TO ORDER

President Tim Leedy called the Regular Governing Board Meeting of the Heber-Overgaard Unified School District No. 6 Governing Board to order at 7:00 PM.

PRAYER & PLEDGE

Mrs. Pattie Weber offered the opening prayer. Mr. John Piva led the Pledge of Allegiance.

ROLL CALL

Members Present: Tim Leedy (President), Wendy Hall (VP), Pattie Weber, John Piva

Members Absent: Craig Blackburn

Also Present: Ron Tenney (Superintendent), Nathan Stoelk (Principal, Mountain Meadows Primary & Capps Middle Schools), Reed Porter (Principal, Mogollon Jr. High & High School), Andrea Despain (Business Manager), Katie Tomerlin (Board Secretary).

CALL TO PUBLIC

No members of the public came forward to speak.

APPROVAL OF AGENDA

President Leedy announced that he would recuse himself from Item 8.3, Sole Source Vendors FY2627, due to a conflict of interest, and that he would turn that item over to Mrs. Hall when the Board reached it.

MOTION: Mrs. Hall moved to approve the agenda as presented. Mrs. Weber seconded. All those in favor — aye. Motion carried unanimously.

INFORMATION

Good News

Board members shared items of good news. Historical materials were brought for the Board to view, including an early photograph of Mr. Tenney, materials from Heber's 1983 centennial celebration, and the first sign displayed at the high school when it opened, which was replaced with a permanent sign the following year in 1990. Board members also shared family news, including the recent births of grandchildren and great-grandchildren.

Flag Pole Information

The Board was advised that the flagpole is complete and in service, standing 155 feet and flying a 3,200 square foot flag. Because the flag weighs approximately 75 pounds and cannot touch the ground, raising it by hand requires a crew of several people when the motor is not operating. The flagpole maintenance agreement is to be provided to Mr. Tenney by Thursday, and the district has obtained a key to the motor box at the high school. Questions regarding the flagpole should be directed to Duane Tomlinson. Board members noted that the Navajo County Sheriff referenced the flagpole during a local radio interview, and that the flagpole has drawn positive attention in the community.

Leadership Team Information

Mountain Meadows Primary & Capps Middle Schools — Mr. Nathan Stoelk

Mr. Stoelk reported that 80 students are eligible for the Flagstaff trip, having either passed the state assessment or shown growth over the prior year. He reported that a contact at the state reviewing the projected school letter grade indicated the school is on track for a high C, narrowly missing the B cutoff and an improvement over last year's D. The gain was attributed largely to increases in individual student scores between the 2025 and 2026 assessments, with a goal of reaching a B or an A next year.

Both schools are fully staffed and teachers have begun the school year well. On July 28, teachers attended a regional professional development in Joseph City with staff from districts throughout the White Mountains, including sessions on classroom management, artificial intelligence and ChatGPT, and subject-specific instruction.

Mogollon Jr. High & High School — Mr. Reed Porter

Mr. Porter reported that the new school year has started well and thanked the teachers and staff at the junior high and high school for their work. He has visited every classroom and observed a strong emphasis on building relationships and establishing procedures early in the year. There is an increased emphasis on no phones in classrooms, and he reported good compliance, particularly at the junior high.

Mr. Porter recognized Shauna McLaws and Laura Tomlinson for their work preparing for the school year over the summer, noting both have transitioned well into their new positions. He also attended the two-county professional development held jointly by Apache and Navajo counties and reported that a session on critical thinking was a favorite among staff. Fall activities are under way, including football, volleyball, junior high football and softball, and choir.

Business Manager Information — Mrs. Andrea Despain

Financial Review: Cash balances are holding steady. Numerous meetings have been held with department heads and administration to identify ways to achieve the 8% reduction reflected in the adopted budget, working directly against the reductions built into the budget. Meetings have been held with special education, maintenance and transportation, and food service, and staff have offered constructive suggestions for reducing costs without affecting what is provided to students. A follow-up meeting is scheduled for September to review progress, and departments will begin receiving and reviewing monthly budget reports in September.

The district is currently operating in two fiscal years; the encumbrance period closes at the end of August, after which the cash balance rollover will be completed. Mrs. Despain recognized Katrina and Katie for their work managing two fiscal years simultaneously.

Performance Audit Compliance Review: No further correspondence has been received from the Arizona Department of Education. Mrs. Despain indicated she would follow up, and that if nothing further is received by next month the item will be removed from the agenda.

Superintendent Items for Discussion — Mr. Ron Tenney

Employee Orientation: Employee orientation was held on Tuesday of the previous week. Superintendent Tenney thanked Katie, Katrina, Andrea, and Nancy for the work involved in preparing the event. President Leedy and Mr. Blackburn attended representing the Board, and the Superintendent expressed appreciation for President Leedy's remarks to staff. Monty Williams and Ron Squire addressed those in attendance, and the Superintendent expressed appreciation for their presentations and for the legacy they have left in the community and the district.

Enrollment: Enrollment is down slightly following the graduation of a large senior class that the incoming freshman class did not match in size. The high school was most recently reported at approximately 123 students and the junior high at approximately 70. Counts for Capps Middle School and Mountain Meadows Primary had not yet been received. The 40th-day count will provide a clearer picture of student population and district direction for the year.

Minimum Wage Increase: The anticipated minimum wage increase is now projected at approximately 4%, higher than the 2% previously estimated. More information is expected over the next one to two months. With the increase taking effect in January, employees already above minimum wage are unlikely to see adjustments, and the district expects to focus on bringing into compliance those positions falling below the new minimum.

School Facilities Board Projects: Copies of the approved School Facilities Board projects were provided for the Board's information; no action was required. The fire alarm and intercom systems at the high school are projected at approximately $552,000, to be funded by the School Facilities Board, and upgrades at Mountain Meadows at just under $300,000. A meeting was scheduled for Thursday to issue purchase orders and put arrangements in place. Once these projects are complete, the district intends to submit roof projects to re-skin the domes at Capps Middle School and Mountain Meadows.

Legislative Updates: Legislative updates were included in the Superintendent's written report for the Board's review. Mrs. Hall, Mrs. Weber, and Superintendent Tenney will attend the conference on August 26 and anticipate receiving updates on legislation passed during the last session, which will be incorporated into future policy updates.

Demographic Study: The demographic study with Mr. Brammer of Applied Economics is moving forward and the purchase order has been located. Applied Economics has requested 40th-day data records back to 2019-20 and will work forward to current numbers, along with grade level and ethnicity data, and will also review 40th-day to 100th-day count comparisons. A call or virtual meeting with the Superintendent and Mrs. Despain will be scheduled to confirm the information needed.

Cell Tower Update: Superintendent Tenney reported on continued negotiations regarding the American Cell Tower lease. Counsel for American Cell Tower has declined to communicate directly with the district's legal counsel at Gust Rosenfeld, and the Superintendent has been

working with the company's representative to resolve the outstanding issues directly. The principal point of contention is whether the Board must consent to modifications or changes to the tower; the company's position is that the current lease agreement contains no such requirement. Remaining items concerning termination of the agreement were characterized as minor by comparison. The Board discussed the district's interest in having a say in equipment added to the tower given its proximity to Mountain Meadows, and noted concern regarding accumulating legal costs.

Board Discussion — Salary Compression: Board members raised concerns regarding salary compression on the classified salary schedule resulting from successive minimum wage increases, and the narrowing gap between newly hired employees and longer-tenured staff. Superintendent Tenney reported that the district monitors comparative salary data collected through monthly meetings with area business managers and superintendents, covering classified, certified, and administrative positions. He indicated the district compares favorably among smaller districts in the region, while remaining below the median of larger districts with additional revenue sources such as impact aid or desegregation funding. He agreed to compile updated comparisons following the superintendents' meeting later in the month, noting the information will be useful if enrollment continues to decline.

Information from Governing Board

No items were brought forward by Board members.

CONSENT AGENDA

MOTION: Mrs. Weber moved to approve the Consent Agenda as presented. Mr. Piva seconded. There was no discussion. All those in favor — aye. Motion carried unanimously.

The following items were approved as part of the Consent Agenda:

Minutes — Regular Session Board Meeting of July 7, 2026.

Auxiliary and Student Accounts for June 2026.

Vouchers:

- Payroll Vouchers for July 2026
  Voucher #1 — $22,498.77
  Voucher #2 — $34,948.23
- Expense Vouchers for July 25/26
  Voucher #9053 — $23,847.81
  Voucher #9054 — $19,226.82
  Voucher #9055 — $2,072.06.
- Expense Vouchers for July 2026
  Voucher #1000 — $33,040.25
  Voucher #1001 — $225,300.89
  Voucher #1002 — $10,324.49
  Voucher #1003 — $27,931.06.

New Hires:

- Ashlea VanEss — One on One Aide
- Katelynn Kloeckner — One on One Aide
- Savannah Colley — One on One Aide
- Shyanne Thompson — One on One Aide
- Amber Emery — Cheer Coach

Reassignment:

- Tim Slade — Substitute to High School Social Studies Teacher

Volunteers — None.

Resignations/Termination:

- Hayden Crook — One on One Aide
- Rikki Stephens — HS Cheer Coach
- Sharon Baker — JH Cheer Coach

FMLA Approval — Required paperwork is on file for an employee eligible for FMLA.

Fundraisers — None.

Tax Credit Form.

Student Teacher Requesting to Observe Teachers at Capps Middle School — Ashtyn Gulistani.

REGULAR AGENDA

Budget Revision I FY2627 — New Forms

Mrs. Despain presented Budget Revision I for FY2026-27, explaining that the revision places the adopted budget onto the state's updated budget forms. She reviewed the prior and new budget papers item by item, and the underlying figures are substantively unchanged.

Mrs. Despain noted that the tax rates reflected in the revision differ from those in the adopted budget. The primary tax rate decreases from 3.1000 to 2.8875, which she attributed to a number of factors including the approaching end of the district's bond and the decline in student count. In response to a question from the Board, she stated that the rates presented account for both primary and secondary rates. She observed that a declining tax rate is a positive result for district taxpayers.

Mrs. Despain further explained that completing the revision now, as recommended by the district's consultants, avoids the posting and advertising requirements that would apply in September and puts the district ahead of schedule, with the expectation that no further revision will be required in December. Budget limit expenditures reflected in the revision are as follows:

- Maintenance & Operation Fund — $5,473,656, a decrease of $485,062 or 8.1% from the prior fiscal year.
- Classroom Site Fund — $1,457,775.
- Unrestricted Capital Outlay Fund — $470,604 budgeted against a budget limit of $481,404.

MOTION: Mrs. Hall moved to approve Budget Revision I for Fiscal Year 2026-27 on the new forms as presented. Mr. Piva seconded. All those in favor — aye. Motion carried unanimously.

Check Signers FY2627

Mrs. Despain presented revised check signers for FY2026-27. She explained that following staffing changes it was identified that the spouse of an account manager had been listed as a signer on the same account. The arrangement was never implemented and no checks were signed. That individual was removed and another employee was designated as a signer on the account. The check signer form has been expanded to identify the manager, the reconciler, and the signers for each account, so that similar conflicts are identified at the outset in the future.

MOTION: Mrs. Hall moved to approve the Check Signers for FY2026-27 as presented. Mrs. Weber seconded. All those in favor — aye. Motion carried unanimously.

Sole Source Vendors FY2627

President Leedy declared a conflict of interest with respect to this item, as announced during approval of the agenda, and turned the chair over to Mrs. Hall for its consideration. Mrs. Hall presented the sole source vendor list for FY2026-27, noting that the list consists largely of vendors approved in prior years, with a small number of additions, and that most are consistent with what the Board has previously approved.

MOTION: Mr. Piva moved to approve the Sole Source Vendors for FY2026-27. Mrs. Weber seconded. All those in favor — aye. Motion carried, with Mr. Leedy abstaining due to his declared conflict of interest.

ESA Policy

Superintendent Tenney presented the ESA policy for renewal, noting that it is unchanged from the policy previously adopted by the Board. Students in grades K-8 may use ESA funds; students in grades 9-12 participating in Arizona Interscholastic Association activities may not.

MOTION: Mrs. Weber moved to approve the ESA Policy as presented. Mrs. Hall seconded. All those in favor — aye. Motion carried unanimously.

Building Renewal Grant — School Facilities Board; Preventive Maintenance Guideline

Mr. Tenney presented materials from CST, the firm engaged for the building renewal work, providing an overview of the items to be addressed at each campus. He noted that the assessment was prepared in October 2025 and contains several typographical errors, including a reference to a July 2025 start date that should read July 2026; the timeline has been affected because the new budget year begins July 1. The materials were provided principally for information and reflect the firm's assessment of the work needed at each campus.

Also included was the report on the Preventive Maintenance Plan guidelines, which requires the signature of the Board President or a designated Board representative. As President Leedy was present, the Board considered designating him to sign on the Board's behalf.

MOTION: Mrs. Hall moved to approve the Building Renewal Grant — School Facilities Board as discussed, and to designate Board President Tim Leedy to sign the Preventive Maintenance Guideline and Plan on behalf of the Board. Mr. Piva seconded. All those in favor — aye. Motion carried unanimously.

The Trust Model Policy Program — Part 1 & Part 2 (First Reading)

Mr. Tenney presented Parts 1 and 2 of The Trust Model Policy Program for first reading. Part 1 reflects revisions to the Uniform System of Financial Records, most of which are already in effect. Part 2 will address statutory changes resulting from the most recent legislative session and is expected to be updated following the policy summit later this month. The item was presented as a first reading and did not require adoption.

MOTION: Mrs. Weber moved to approve the first reading of The Trust Model Policy Program, Parts 1 and 2. Mrs. Hall seconded. All those in favor — aye. Motion carried unanimously.

EXECUTIVE SESSION

No executive session was required or held. The Board proceeded directly to the Launch.

LAUNCH

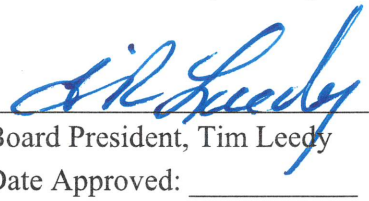
Mr. Porter delivered the Launch, presenting the district's theme for the year: commitment. He explained that the theme grew out of a conference attended by Superintendent Tenney and Mr. Stoelk over the summer addressing the difference between goals and commitment, and that goals without the commitment behind them amount to little more than a lofty hope. He shared the following: "Commitment isn't a feeling. It's a system of daily choices. Motivation may start the journey, but consistent habits reveal true commitment."

ADJOURNMENT

MOTION: Mrs. Weber moved to adjourn the meeting. Mr. Piva seconded. All those in favor — aye. Motion carried unanimously. The meeting was adjourned at 7:42 PM.

The next Regular Board Meeting is scheduled for Tuesday, September 8, 2026 at 7:00 PM in the Performing Arts Center at Capps Middle School, 3375 Buckskin Canyon Road, Heber, AZ 85928.

Dated this 11th day of August, 2026.



Board President, Tim Leedy

Date Approved: _____