

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

October 14, 2025

**CALL TO ORDER**

The meeting was called to order by Craig Blackburn at 7:00 pm. Mr. Porter led the prayer, and the pledge was led by Mr. Tenney.

**ROLL CALL**

Those in attendance were: Tim Leedy & Wendy Hall via Zoom, in person was Craig Blackburn, Pattie Weber, Christin King, Ron Tenney, Nathan Stoelk, Reed Porter, Andrea Despain and Amanda Crandell.

**CALL TO PUBLIC**

Call to the Public comments were deferred to the discussion of item 8.1, the 301 Performance Pay Plan, as two individuals were present regarding that topic.

**APPROVAL OF AGENDA**

Mrs. Weber made a motion to adopt the agenda and Mrs. King seconded the motion. The motion was passed unanimously.

**INFORMATION**

**GOOD NEWS**

The completion of AFR was noted. It was shared that the area received a great amount of much-needed rain (over 4 inches). Mr. Leedy mentioned enjoying seafood while in Washington.

**Leadership Team Information**

**Mountain Meadows Primary & Capps Middle School**

Parent-teacher conferences were held successfully, with surveys indicating high overall satisfaction with teachers. Appreciation was given to the high school culinary team for excellent meals that day. The Data Dig Professional Development (PD) arranged by Mr. Tenney was productive, including vertical alignment meetings for ELA and math teams. Mrs. Ferguson met with K-2nd grade teachers to discuss learning goals. Mrs. Bove concluded the "Sticks and Stones" book study with the district. The Capps Middle School Math Team, led by Ms. Woley, successfully assessed learning gaps in 4th, 5th, and 6th grade math and set appropriate goals. First-quarter math benchmark testing utilized IXL. The site council meeting occurred, with plans to increase parent attendance at the next meeting. Thanks were extended to the Eagles for donating funds for rewards to go to the first-quarter reading awards program. The Capture Kids Hearts character theme for October is "Self-Direct".

**Mogollon Jr High & High School**

Appreciation was expressed for all of the teachers. Parent-teacher conference attendance showed a downward trend over the last six years, with 40% attendance at MJHS and 36% at MHS; access to grades via PowerSchool was suggested as a contributing factor. Survey results showed that the majority of parents felt their child had a sense of belonging at MHS/MJHS, although 6 out of 44 respondents expressed uncertainty or negativity. Communication efforts received mixed feedback, prompting the administration to address the need for clearer communication. A facilities issue was noted regarding the gym bathroom, where 2 out of 4 stalls lack locks; a quote/bid for repair has been obtained. The Principal in the Law conference was attended and deemed informative. A site council meeting is scheduled for Thursday.

**Business Manager Information**

Mrs. Andrea Despain stated that financially we are doing OK. *Levy Funds*: The district continues to run two years simultaneously but expects to combine funds soon after the AFR is complete. The County is having balancing issues, resulting in the last Levy Report received dating back to September 3rd. We have had some insurance claims related to damage from lightning strikes. *Performance Audit Compliance Review (Corrective Action Plan)*: The plan addresses 32 findings from the Auditor General's audit. **14 findings have been implemented and corrected.** 15 are still pending information/work, and 3 are actively being pursued, including a significant piece related to internet and technology. The deadline for submission to the AG's office and Senate

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committee is November 4th. Mrs. Despain noted that she anticipates reporting the completion of more than half of the findings next month. The administration plans to bring back suggestions for utilizing the approximately \$600,000 rollover cash available in the Capital fund for needed projects, such as the high school restrooms. The possibility of using capital money for the HOCRN flagpole project (as a capital expense, not a donation) was discussed, provided bids and a Purchase Order (PO) are secured.

#### Superintendent Report

Mr. Ron Tenney compared the Auditor General's audit process to SPED audits. Stated the upcoming professional development including training on AI and the first phase of Performance Matters training led by Mr. Tomlinson. Staff is working to set up school email accounts for board members to improve the sharing of board materials via Google Docs. The Arizona minimum wage is set to increase to \$15.15 on October 1, 2026, compared to the federal minimum wage of \$7.25. The attorney consultation regarding the cell tower agreement is scheduled for Thursday, with the goal of finalizing the agreement in the next one or two weeks. The HOCRN Community Garden agreement is near completion, with estimated costs and improvements submitted to offset the property usage fee. Regarding the government shutdown, the district was advised that title grant allocations are currently expected to continue.

#### Governing Board Information

No information was shared by the Governing Board.

### **7. CONSENT AGENDA**

Mrs. Weber made a motion to approve the consent agenda as presented and Mrs. King seconded the motion. No Discussion. The motion passed unanimously.

#### Minutes

Minutes for the Board Meeting on September 9, 2025 are presented for Governing Board approval.

Auxiliary and Student Accounts for August 2025 are presented for Board approval.

#### Vouchers

##### Payroll Vouchers for September 2025

Voucher # 5	\$ 162,254.28
Voucher # 6	\$ 2,904.70
Voucher # 7	\$ 165,362.62
Voucher #8	\$ 161,648.28

##### Expense Vouchers September 2025

Voucher # 9008	\$ 24,358.16
Voucher # 9009	\$ 116,505.96
Voucher # 9010	\$ 19,219.44
Voucher # 9011	\$ 53,001.86
Voucher # 9012	\$ 7,740.49
Voucher # 9013	\$ 35,260.70

#### New Hire

Joshua Fussell – Substitute Trip Bus Driver  
Tim Slade – Substitute  
Kirsten Dukeshier - Substitute

#### Reassignment

None

#### Resignation/Termination

Lorraine Strickland – Substitute  
Kenneth Perry, Jr – Custodian  
Joshua Fussell – Substitute Trip Bus Driver

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Volunteer

Terah Shawver – 6<sup>th</sup> Grade

Fundraisers

None

IGA Between AZ School for the Deaf and Blind and HOUSD FY2526 \*Revision

Renewal of US OMNI & TSACG Compliance Services Agreement

General Statement of Assurance & NIP ESEA for FY2526

Navajo County Special Services Consortium & HOUSD Agreement FY2526 \*Addition

Chess Club at CMS

CMS German Club, CMS Art Club & MMP Art Club

**REGULAR AGENDA**

301 Performance Pay Plan

Public comment was taken from Heather Curry and Nikki Woley regarding this item. Discussion confirmed that the only change to the plan was removing the names of Christy Duncan and Adam Wagner, who were not part of the committee this year.

Mrs. King made a motion to approve the proposed 301 Performance Pay Plan as presented and Mrs. Weber seconded the motion. The motion was passed unanimously.

AFR & School Level Reporting FY2425

The AFR was presented. Mrs. Despain reported that the School Level Report and graphs would be uploaded to the Google Drive the next day. The prior year's expenditures included: M&O at \$4,702,281,000, Classroom Site Fund at \$445,609, and Capital at \$488.54. Capital funds were extensively used, including paying for a new bus outright. A major financial concern is the Food Service program, which is short approximately \$0.50 per meal. The administration plans to propose a 25-cent increase to student lunch prices next year to help close the gap.

Mrs. King made a motion to approve the proposed AFR & School Level Reporting FY2425 as presented and Mrs. Weber seconded the motion. The motion was passed unanimously.

New Lead Teacher Positions

Mr. Stoelk proposed new lead teacher positions to lead Professional Learning Community (PLC) groups. These lead teachers organize agendas, collect data, and lead bi-weekly meetings for teams (ELA/Math for 4th-6th grade; combined grade levels for K-3rd grade). The proposed stipend is \$590, aligning with the current salary schedule based on prep time and meetings. The positions have been functional since August.

Mrs. Weber made a motion to approve the proposed New Lead Teacher Positions as presented and Mrs. King seconded the motion. The motion was passed unanimously.

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School Facilities Division MHS Intercom & Fire Alarm Replacement / Agreement / Quote / PO

This item concerned replacing the intercom and fire alarm systems at Mogollon High School (MHS), the district's oldest campus. Commercial Systems Technology (CST) provided the quote. The project is qualified for emergency funds from the School Facilities Division (SFD) because of the fire alarm system. The quotes were: Fire Alarm at \$560,000 and Intercom at \$272,500. The SFD requires board approval of the agreement, quote, and PO before confirming funding.

Mrs. King made a motion to approve the proposed School Facilities Division MHS Intercom & Fire Alarm Replacement / Agreement / Quote / PO as presented and Mrs. Weber seconded the motion. The motion was passed unanimously.

Policy Review – Chapter 3 (1<sup>st</sup> half)

This was presented as a first viewing of Chapter 3 policies (Fiscal Management, Facilities, Support Services). Several potential revisions were discussed by the board and administration. Comp Time/Payroll: The policy section regarding accrued comp time (Procedure 3-103.e) needs revision as the current policy states accrued time is paid out at the end of the year to zero balance, potentially contradicting the written policy regarding usage deadlines and caps. The distinction between non-exempt and exempt employees regarding overtime and comp time needs clarification with auditors. Work Week: The designated work week (Item B) needs revision from Monday-Sunday to Thursday 12 AM through Wednesday 11:59 PM. When we get to Chapter 4, we will address Bereavement Leave: The new policy grants 5 *additional* days of bereavement leave, separate from the sick leave bank, which differs from the prior policy. The board needs to decide if they want to retain the 5 additional days and define family relationships for eligibility. Administration will bring back clarified and recommended changes next month for the second review.

Mrs. King made a motion to approve the proposed 1st Viewing Policy Review – Chapter 3 (1<sup>st</sup> half) as presented and Mrs. Weber seconded the motion. The motion was passed unanimously.

LAUNCH

Discussion focused on Columbus Day, noting it is one of the least observed federal holidays. Topics included the historical and controversial nature of the holiday, the shift in recognition to Indigenous Day in many places, and the celebration of Hispanic heritage (e.g., Die de la Raza) in other countries.

ADJOURNMENT

Mrs. Weber made a motion to adjourn the meeting and Mrs. King seconded the motion. The motion was passed unanimously adjourning the meeting at 7:50 p.m.

**Next Regular Board Meeting is scheduled for November 18, 2025 at 7:00pm located in the Performing Arts Center at Capps Middle School.**

Dated this 14<sup>th</sup> day of October, 2025.



Board President, Tim Leedy; Adopted November 18, 2025.

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