

Sections 7.8.1 and 7.8.2

**DRAFT MINUTES OF PUBLIC MEETING OF THE
WILLCOX UNIFIED SCHOOL DISTRICT GOVERNING BOARD
OF MEETING HELD FEBRUARY 17, 2026**

A public meeting of the Willcox Unified School District Governing Board was convened on Tuesday, February 17, 2026 at 5:00 P.M in the District Education Center Board room, located at 480 N. Bisbee Avenue, Willcox, AZ 85643

Present at the meeting were the following members of the Governing Board:

Homer Hansen

James Allan

Steve Marlatt

Terri Kibler

Bill Ryan

Absent were: [no members absent].

The following matters were discussed, considered, and decided at the meeting:

- I. Opening of the Meeting
 - A. Call to Order and Roll Call. Mr. Hansen called the meeting to order, and took roll of members.
 - B. Adoption of the Agenda. Mrs. Kibler moved to adopt the agenda. Mr. Ryan seconded. No Discussion. In favor: [Mr. Ryan, Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]
- II. New Business
 - D. Resignations – Consideration of approving the following resignation:
Meriem Siebert, MS Teacher, effective February 2, 2026.
Mr. Ryan made a motion to approve the resignation. Mr. Allan seconded.
Discussion: Meriem resigned her position; our district does not have remote teaching opportunities. By resigning, she broke her contract, and the terms will be followed.
In favor: [Mr. Ryan, Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]
 - C. Teacher Salaries – Consideration of approving teacher salary increases for fiscal year 2026-2027.

Mr. Hansen moved to consider and discuss the salary increases. Mr. Ryan seconded.

Discussion: The recommendation from Dr. Davis is to increase the steps on the schedule. In staff positions, we have approximately 65 certified teachers, 85 classified staff, 10 specialists, and 6 administrators. Inflation has increased about 6%, while the funding from the state has only increased 2%. One idea for competitive hiring, would be housing options for staff.

Mr. Hansen moved to postpone and table this item until the next meeting. Mr. Allan seconded. In favor: [Mr. Ryan, Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

Mr. Marlatt moved to enter Executive session according to the Agenda New Business items [A and B], with the condition that the Board President may bring the meeting back into open session. Mr. Ryan seconded. No Discussion. In favor: [Mr. Ryan, Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

A. Executive Session - Legal Advice and Direction

- The Governing Board may adjourn and convene in executive session, pursuant to A.R.S. 38-431.03(A)(4), to consult with its attorney, consider its position, and instruct its attorney regarding the Board's position for negotiation of the Superintendent's contract. The attorney may appear in-person, virtually, or via telephone.

No Action was taken.

B. Executive Session - Legal Advice

- The Governing Board may adjourn and convene in executive session, pursuant to A.R.S. 38-431.03(A)(1), for discussion and consideration of terms for the Superintendent's contract.

No Action was taken. Discussion: Mr. Hansen will be sending a redline version of the contract to the Attorney.

III. Adjournment

Mrs. Kibler moved to adjourn the meeting. Mr. Ryan seconded. In favor: [Mr. Ryan, Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

Mr. Hansen adjourned the meeting.

Dated this 19 day of February 2026.

Willcox Unified School District Governing Board

By Destany Smith