

Sections 7.8.1 and 7.8.2
DRAFT MINUTES OF PUBLIC MEETING OF THE
WILLCOX UNIFIED SCHOOL DISTRICT GOVERNING BOARD
OF MEETING HELD MARCH 3rd, 2026

A public meeting of the Willcox Unified School District Governing Board was convened on Tuesday, March 3, 2026 at 6:00 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

Absent were:

Bill Ryan

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. Pledge of Allegiance. Mr. Hansen led the Pledge of Allegiance.
 - C. Invocation for the Governing Board. Mrs. Kibler prayed for the Board.
 - D. Adoption of the Agenda. Mrs. Kibler moved to adopt the agenda. Mr. Allan seconded. No Discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- II. Call to the Public—No public response.

- III. Presentations
 - A. The High School Student Council provided updates on upcoming testing in March and April and reported that 132 new students attended the Freshman Roundup. They noted that the recent blood drive on the 24th had more donors than available supplies. Additional updates were shared regarding

Youth Court, Publications, FCCLA, ASL, Knowledge Bowl, W-Club, Wrestling, and Science Club. The chocolate bar fundraiser has been completed.

- B. FFA reported that members recently attended Chili Field Day at Curry Farms and that the state officer visit was successful. Over the Christmas season, students assisted the Salvation Army with bell ringing and served dinner for dairy employees. The CTE District competition was held in Safford, and members performed well in state testing. FFA Week was also reported as successful. The Ag West dinner is scheduled for tomorrow. Greenhands will lead next Monday's meeting. Chapter officer applications and interviews for next year's team are underway. The annual banquet is scheduled for May 7th.
 - C. Contractor Darren Sievers joined the meeting electronically to present the results of the recent Parent and Staff surveys conducted through School Perceptions. Both surveys closed on February 9th and responses were collected anonymously. The Parent survey received 126 responses, and the Staff survey received 141 responses. Mr. Sievers reviewed a generalized summary of the results with the Board. Following his presentation, he was dismissed from the meeting.
- IV. Administrative reports/Summary of current events.
- A. Kevin Davis: The High School Auditorium is currently being primed for the weatherization project, which is expected to continue through the summer. Designs for the multipurpose room are underway; while no start date has been set, construction will begin as soon as possible. No local bids have been received at this time.
- V. Consent Agenda
- Mr. Marlatt moved to approve the consent agenda. Mrs. Kibler seconded. No discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]
- VI. New Business
- A. Curriculum – Mrs. Kibler moved to approve new curriculum for public review for Social Studies for the middle and high school as included in the board backup material. Mr. Hansen seconded. Discussion: the curriculum will be available for 60 days. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- B. Certified Re-hire List for FY2026-2027 – Mr. Hansen moved to approve the certified teacher, specialist, and principal re-hire list and salary amounts for FY2026-2027 as included in the board back-up material. Mr. Allan seconded. Discussion: Mr. Hansen wanted to ensure this increase would be comfortable moving into next year’s budget. Insurance renewal came in at a 6.9% increase. This increases the base salary for the schedule averaging 4% for teachers. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- C. FY 2026-2027 Certified Salary Schedule – Mrs. Kibler moved to approve the FY 2026-2027 Certified Salary Schedule as included in the board backup material. Mr. Marlatt seconded. Discussion: The average of the increase is based on their positions. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- D. Principal Evaluation – Mrs. Kibler moved to approve the principal evaluation instrument as included in the board backup material. Mr. Allan seconded. Discussion: This is the same instrument used in previous years. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- E. Wellness Policy – Mr. Hansen moved to approve the District Wellness Policy and included in the board backup material. Mrs. Kibler seconded. No discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- F. High School Student Handbook – Mr. Marlatt moved to approve the High School Student Handbook for 2026-2027 as reviewed and approved by district legal counsel and as included in the board backup material. Mrs. Kibler seconded. Discussion: Jessica had made legal changes from the previous one by law, and the board members were updated. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- G. Student Fees – Mr. Hansen moved to approve the District Student Fees list for 2026-2027 as included in the board backup materials. Mr. Allan seconded. No discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]

- H. Superintendent’s Contract –Mrs. Kibler moved to 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, with the President having authority to bring the meeting back into open session. Mr. Allan seconded. No discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None].

Ended open session at 6:58 pm.

- I. 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.

Returned to open session at 7:11 pm.

- J. Action Superintendent's Contract – Pursuant to A.R.S. 38-431.03 (A)(1) The Board may take action on the personnel matters regarding the Superintendent's Contract. Mr. Hansen moved to adopt the superintendent contract including the one-year time frame in section VIII. C. Mrs. Kibler seconded. No discussion. In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allan, Mr. Hansen] Opposed: [None]
- K. Board members requested that upcoming agendas include Superintendent Goals, an analysis and summary of the recent survey results, and updates on vacant positions to be filled. It was noted that March 15th is the date contracts are issued, and employees have 15 days to return them. Graduation is scheduled for May 21st at 7:00 p.m. Eighth Grade Promotion will be held on May 20th at 8:00 a.m., and Fourth Grade Promotion is scheduled for May 18th at 9:00 a.m. The SPED/ELL Department will present at the next meeting.

- L. Future Meeting Dates

The next regular meeting is scheduled for April 7, 2026.

VII. Adjournment

Mrs. Kibler moved to adjourn the meeting. Mr. Marlatt seconded. Mr. Hansen adjourned the meeting.

Dated this 9 day of March 2026.

Willcox Unified School District Governing Board

By Destany Smith