Sections 7.8.1 and 7.8.2

MINUTES OF PUBLIC MEETING OF THE

WILLCOX UNIFIED SCHOOL DISTRICT GOVERNING BOARD

OF MEETING HELD NOVEMBER 5, 2026

A public meeting of the Willcox Unified School District Governing Board was convened on Thursday, November 5th, 2026, at 6:00 P.M. in the District Education Center Boardroom, located at 480 N. Bisbee Avenue, Willcox, AZ 85643

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

Homer Hansen

James Allen

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 call 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. Mr. Allen moved to adopt the agenda. Mrs. Kibler seconded. No Discussion.
      In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

II. Call to the Public—No public response.

III. Presentations
   A. The Student Council presentation was not provided due to student representatives being unavailable.
   B. Willcox High School FFA
      Provided an update on chapter activities and accomplishments from September through November. Students reported successful participation in

range, wildlife, and soils competitions, including several team and individual first-place awards. Additional activities included chapter meetings, Rex Allen Days parade float preparations, service at the Cowbelles Hall of Fame Dinner, Make a Cowboy Day demonstrations for elementary students, Ag in the Classroom presentations for first graders, participation in local Trunk-or-Treat events, and attendance at Chili Field Day, where members learned about agricultural production and participated in educational activities. Students highlighted the chapter's continued focus on leadership development, agricultural education, community involvement, and competitive events.

IV. Administrative reports/Summary of current events.

A. The Superintendent reported on the District weatherization project funded through a state grant. The project received an extension through the end of November, primarily due to delays in glass procurement. Most of the work has been completed, with the remaining work focused largely on the Ag building. The project represents approximately $4 million in improvements and requires no direct district funding. Additional School Facilities weatherization funding opportunities are being pursued. Emergency HVAC needs at several campuses were also discussed.

B. The Superintendent reported that the District successfully sold the remaining bonds. Bond proceeds are expected to be received during the first week of December. The District received a favorable premium, allowing issuance costs to be covered while preserving the total $8 million for planned projects.

C. The Superintendent reported that all school sites are producing monthly newsletters to improve communication with families. Updates were also provided regarding implementation of ClassDojo and parent engagement statistics. Efforts continue to increase parent participation through PowerSchool.

D. Current enrollment was reported at approximately 952 students, down from 1,008 at the end of the previous year. Discussion included regional enrollment trends, population changes, declining birth rates, homeschool and ESA participation, and the impact of enrollment declines on district funding. The Superintendent indicated that enrollment losses may result in

approximately $500,000 in reduced funding and may require future staffing adjustments.

V. Consent Agenda

Mrs. Kibler moved to approve the consent agenda as presented. Mr. Marlatt seconded. No discussion.
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

VI. New Business

A. Mrs. Kibler moved to approve the staff/parent surveys and action to procure services and conduct the surveys. Mr. Allen seconded the motion.
Discussion included survey reporting options and the potential benefit of utilizing comparison or longitudinal reporting rather than summary reporting. The Board approved moving forward with survey services and survey administration.
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

B. Mr. Marlatt moved to approve the FY 2026-2027 Classroom Site Fund (301) Base Pay and Pay for Performance Plan for staff as presented in the board backup material. Mr. Hansen seconded the motion.
Discussion centered on attendance requirements tied to professional development days and associated performance-pay incentives. Concerns regarding teacher attendance requirements and incentive qualifications were discussed. Administration noted that the plan had been reviewed and approved through teacher leadership processes.
In favor: [Mrs. Kibler, Mr. Allen, Mr. Hansen] Opposed: [Mr. Marlatt]

C. Mr. Hansen moved to approve the Preventive Maintenance Guideline & Plan based on the Building Renewal Grant 5-year plan (for 2027-2031) as presented in the board backup material. Mrs. Kibler seconded.
Discussion: Board members commented that the plan was comprehensive and aligned with facility needs discussed during recent campus walkthroughs
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

D. Mrs. Kibler moved to approve the following policy revisions as included in the board backup material.
Policy Number:

Policy © 3-106 Federal/State Grants and Other Funding Sources
Procedure © 3-106.C Federal/State Grants and Other Funding Sources – School Safety Program Grant
Mr. Marlatt seconded the motion. No discussion.
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

E. Mr. Marlatt moved to approve the District Wellness Policy as included in the board backup material. Mr. Hansen seconded the motion.
Discussion focused primarily on promoting participation in the District's free meal program and increasing student access to school meals.
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

F. Mr. Allen moved to approve the superintendent's evaluation document for FY2026-2027. Mr. Hansen seconded the motion.
The Board engaged in extensive discussion regarding options for a superintendent evaluation instrument. Members reviewed various models and discussed balancing comprehensive evaluation criteria with ease of use. Discussion included timelines, evaluation categories, guidance materials, and future modifications. The Board favored use of the Cochise County School District's Superintendent Performance Evaluation Tool, with the understanding that future refinements may be considered.
Mr. Allen amended the motion to adopt and approve the Cochise County Evaluation Packet.
In favor: [Mrs. Kibler, Mr. Marlatt, Mr. Allen, Mr. Hansen] Opposed: [None]

G. Board Member Comments/Request for Agenda Items
Administration reported that the We Are Willcox Community Festival had been postponed due to weather conditions and that rescheduling to February was being considered.

H. Future Meeting Dates
There will be a Board work meeting on November 30th, from 9 am to 12 pm.
The next regular meeting is scheduled for December 1st, 2026.

VII. Adjournment

Mrs. Kibler moved to adjourn the meeting. Mr. Hansen adjourned the meeting at 6:48 pm.

Dated this 9th day of November 2026.

Willcox Unified School District Governing Board

By Destany Smith