

MINGUS UNION HIGH SCHOOL DISTRICT
1801 East Fir, Cottonwood, AZ 86326

GOVERNING BOARD MINUTES OF MEETING
Mingus Union High School Library
Thursday, June 11, 2026, 6:00 PM

Governing Board:

Ms. Taylor Bell
Mr. Frank Nevarez
Mr. Austin Babcock
Mr. Will David
Mr. Matthew Chavez

Also Present:

Melody Herne, Superintendent
Tari Garrison, Board Secretary
Dave Beery, Principal
Lynn Leonard, Finance Director

Meeting Started at: 6:00pm

I. OPENING

I.1. Call to Order

I.2. Roll Call

- President Bell – Here
- Vice President Nevarez – Here
- Member Babcock – Here
- Member David – Here
- Member Chavez – Absent

I.3. Pledge of Allegiance

I.4. Moment of Silence

I.5. Adoption of Agenda

Motion to Adopt the Agenda as presented by Vice President Nevarez and seconded by Member Babcock.

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

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II. STUDENT RECOGNITION

Mingus Academics – Alexis Morales
English & Literature – Emily Gummo-Wagner
Science – Sophie Walter
Mathematics – Gage Ogle
Social Studies – Valeria Salas
Physical Education – Adrian Moreno
Foreign Language – Mia Martinez
Performing & Visual Arts – Evelet Angeles
Career & Technical Education – Aiden Montiel
AVID – Anna Ojeda
Male Athlete – Carter Wacker
Female Athlete – Maddie Babcock
Victory with Honors – Alexander Robinson

Spotlights

Senior – Emma Chapman

III. EMPLOYEE RECOGNITION

Staff – Keith DiSante

IV. **REPORTS** -- The Superintendent and Board Member(s) reports will consist of brief summaries of current events. These reports will be without any discussion or feedback.

IV.1. **Superintendent's Report** - Superintendent Herne presented the Superintendent's Report for June 11, 2026, highlighting recent student achievements, recognition events, and district activities. Updates included the **FFA Banquet** and **State Leadership Conference**, where students earned scholarships, proficiency awards, state-level honors, and recognition for leadership accomplishments. The Board was informed of MUHS students receiving honors through the **Yavapai Apache Nation Senior Celebration**, **Senior Honors Night**, and the **Grit, Grind and Glory** athletic awards program. Additional recognition was given to the Theatre Department for its success at the **Arizona High School Musical Theatre Awards**, where *Something Rotten* finished among the top productions in the state. The report also included information on the Summer Theatre Camp, graduation activities for the Class of 2026, and upcoming summer programs and events. {Full Presentation Attached}

IV. 2. **Board Member Report(s)** - Members will report on end-of-year activities (awards, banquets, and recognition ceremonies) and graduation. Board Members will give a report on the ASBA Summer Leadership Institute.

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V. PRESENTATION AND INFORMATION

V.1. **Administration Information** – Principal Beery provided updates on the **City of Cottonwood's State of the City** event and ongoing **summer planning** efforts, including campus safety, staffing, scheduling, professional development, and other preparations for the upcoming school year. *{Full Presentation Attached}*

V.2. **Other Information for Reading** – Summer 2026 MUHS Newsletter.

VI. BOARD MEETING MINUTES NOT PREVIOUSLY APPROVED

VI.1. **Meetings** – May 14, 2026, Board Meeting Minutes

Motion to Approve Minutes as presented by **President Bell**, and seconded by **Member David**

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

VII. PUBLIC COMMENTS –

1. Alison Russel

Thank you for this opportunity to speak. I'm Allison Russell. I live here in Cottonwood, Arizona, and I graduated from Mingus. I've been blessed, and it has been an honor to remain a part of this community, so thank you.

President Bell: Could you please state your address for the record?

Alison Russell: Yes, it's [address provided] Thank you. I wanted to come just to thank you because I know, especially you elected officials from the community that we voted into these positions, you are really sacrificing. I know there is a lot coming at you. I can see it even in the board meetings and in a lot of the conversations. I just want to express my appreciation for what you genuinely sacrifice. You sacrifice family, you sacrifice a lot, so thank you. I also wanted to speak on behalf of the community who voted for us to get back to the basics. The primary voting population here in Cottonwood and the Verde Valley is saying, "Let's get back to the basics." Let's focus on education, and I appreciate that you are trying to do that. I think the community wants you to get back to the basics, and if agendas continue to be pushed that are not focused on education, then unfortunately families have options. With school choice and increasing awareness of those opportunities, more and more families will be able to choose where they want to be and how they want their children educated. I also wanted to voice comments on behalf of my good friend, Eleanor Kirk, who couldn't make it tonight because she is ill. She spent a lot of time preparing remarks and wanted them shared. "My name is Eleanor Kirk, a retired high school teacher living in Clarkdale. When I moved to the Verde Valley over 30 years ago, I did substitute teaching at different schools until I was hired under Red Rock High, where I taught for 11 years. We had an excellent drama program. They attended every play, and I enjoyed watching my

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students shine in ways they never could have in the classroom. I think everyone agrees that James Ball is a gifted teacher exerting a momentous influence on Mingus students. The question is: What is he teaching our students? My husband was an example of the influence of a drama teacher. Dean was a poor farm boy from a sheep ranch in Colorado's San Luis Valley. The students said he smelled like sheep. Dean was so busy doing contract harvesting for grain farmers that he rarely attended school, yet he came in for tests and passed them all. Then the drama teacher noticed the awkward Dean..." [time was up]

2. Jackie Tutor

Board Members, Administration, Staff, and Finance, I reside at [address provided]. For the past three-and-a-half to five years, there has been a tremendous amount of controversy surrounding certain school programs, activities, and content. So much so that, at first, a committee was formed around approval processes, administrators, and staff. Political correctness was deployed, as instructed, mainly to alleviate the issue, but it instead brought attention to it and delayed resolution. This issue still needs immediate attention. Obviously, the committee tactic did not work. It appears that while the Board, Administration, and Staff are conducting business, there could be possible violations of employee policies and procedures that warrant investigation. These are not simple violations; they strike at the foundational core and integrity of the school system. It is really very simple: do your job. Look into the following policies for any violations. If there is a problem, the policy specifies the correct procedure. If it was identified five years ago, then address it. I have included in my Request to Speak a copy of my full comments. Please refer to it for all of the policies that are in question. The real students are at the center of these issues. This Board needs to direct the Administration to focus on academics, test scores, campus culture, and future plans. There appear to be multiple objectives and plans that exist on campus. Which plan is being followed? Which policies are being followed or violated? This has become an issue that will not simply go away. Everyone knows how the conversation has moved from a viable and credible discussion to one centered around political correctness. Test scores prove it. Whether it is repaired or not, all I am asking is that you do your job and instruct Administration to do its job. It is really very simple: follow policy and encourage community standards... [time was up]

3. Mary Thompson

My name is Mary Thompson, and I live at [Address provided] Actually, what I have to say is similar to what Jackie was saying, and I do endorse what she was saying. We really have an issue here that needs to be looked at. I think it is in the interest of our children to look at these things and make sure that we are following the rules, following the laws, addressing the problems, and not just letting them go by the wayside. I did want to say that I haven't been to the school board meetings before, and I was really impressed today. I heard all of your comments, and it is clear that you are really here for the kids, and I appreciate that. I have had other issues with Cottonwood before because my granddaughter would [inaudible], but I can see that things are changing. Our kids are our future, and they need the best. They need to be taught well. They need to be shown positive examples, and they need good people. That's basically all I had to say. Thank you.

4. Stephen Renard

Stephan Renard, [address provided]. Policy BEDH, Paragraph D, states that during Call to the Public, individual members of the Board may respond to criticism made by an individual who has addressed the Board. I am here as a community member. As someone who was unable to speak last month, I have seen every production over the past 13 years and have three children involved in the theater program directed by James Ball. On April 23, the Board heard statements alleging that *Something Rotten* contained graphic displays of homosexuality and that James Ball was grooming children for future sexual abuse. These are not viewpoints, opinions, or facts. They

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are falsehoods—possibly career-ending, slanderous, and defamatory statements made without any factual support. Under any definition of the word, this was criticism of a staff member. You had the opportunity to respond, and you did not. Maybe you were unaware of the policy at the time, and I will give you that. But now you do know. Make no doubt about it—I am now criticizing you, and I am criticizing you for your silence. You had a choice before you. Member David made his choice at the last meeting. Now each of you has that same choice. Do you stand with truth and decency, or with lies, hatred, and bigotry? Do you stand up for this school and this staff's ability to operate without being accused of career-ending falsehoods by people who have no idea what they are talking about? Do you show that you will not remain silent while one of our longest-running teachers is publicly slandered? As Albert Einstein said, "We continue to live with the guilt of silent complicity." Intermixed with uninformed, bigoted, homophobic, and slanderous statements, Ms. Delaney further replied that this man and this program were driven by hate, attempting to tie the program and its supporters to communism through a snippet from Elon Musk. Instead, let me offer an actual quote from Nobel Prize winner Martin Luther King Jr.: "We will have to repent not merely for the vitriolic words of bad people, but for the appalling silence of good people." Board members, break your silence and speak out for truth and against uninformed bigotry. You all now have a choice to make, and make no mistake—you will send a message either through your words or through your silence. Thank you.

VIII. ACTION ITEMS – CONSENT

VIII.1. Approval of Routine Vouchers

VIII.1.1. Expense

Voucher 1043
Voucher 1044
Voucher 1045
Voucher 1046
Voucher 1047
Voucher 1048

VIII.1.2. Payroll

Voucher 31
Voucher 32
Voucher 33
Voucher 34
Voucher 35

VIII.1.3. Bookstore Activity-- Account Summary ending May 31, 2026

VIII.2. Personnel - HR Report

HR Report June 11, 2026

PA-1
PA-2
PA-3

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PA-4

PA-5

PA-6

PA-7

VIII.3. **Donation**

Auto Shop
Theater Summer Kids Camp
May 2026 Hope Center Report

VIII.4. **Agreements**

American Sign Language
Carefree Assisted Living
Photography Agreement
MOU FY2027

VIII.5. **Job Description**

Assistant Maintenance Mechanic
Receptionist / Bilingual Parent Liaison

VIII.6. **Certified Salary Determination Chart for FY2027**

VIII.7. **Athletic and Extracurricular Pay Schedule for FY2027**

VIII.8. **Out-of-State Travel Request**

CTE Training Wichita, Kansas — June 22–26, 2026
National FFA Animal Conference — September 12–20, 2026
Utah Shakespeare Festival — August 26-30, 2026

VIII.9. **Payment Procedures (FY2027)**

VIII.10. **Bell Schedule FY2027**

VIII.11. **Extra Duty Rates of Pay for FY2027**

VIII.12. **Course Proposal FY2027**

VIII.13. **Policy GCCA Types of Leave**

VIII.14. **Classroom Site Fund Performance Plan Approval**

Member David motioned to approve consent agenda amending item **9. Payment Procedures (FY2027)** and **Member Babcock** motioned to pull item **14. Classroom Site Fund Performance Plan.**

Motion to **Pull 2 Items from the Consent Agenda** as presented by **Member David**, and seconded by **President Bell**

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- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

Member David proposed amending the execution of warrants language to align with Policy BDD by specifying that authority is delegated to the Superintendent, who may further delegate as appropriate. Superintendent Herne explained that the authorization allows the District to conduct necessary day-to-day financial operations between Board meetings. Legal counsel advised that the amendment could be made without an additional reading because it incorporates language from existing Board policy.

**BDD ©
BOARD - SUPERINTENDENT RELATIONSHIP
AND SUPERINTENDENT RESPONSIBILITIES**

Board - Superintendent Relationship

The establishment of policies is the responsibility of the Board, and the execution of those policies is a function of the Superintendent.

Superintendent Responsibilities

The Superintendent is the chief executive officer of the School District and is responsible for the professional leadership necessary to translate the policies of the Board into administrative action.

The Superintendent is responsible for the administration of the District. The Superintendent may delegate the necessary authority to other employees and develop such procedures and regulations as the Superintendent considers necessary to ensure efficient operation of the District.

Adopted: Thursday, June 12, 2025

Motion to Amend Item 9. Payment Procedures (FY2027) to include the language from policy BDD to say that the Superintendent will be the one to sign and delegate if necessary, as presented by Member David and seconded by Vice President Nevarez.

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

Member Babcock expressed concern that the plan emphasized administering assessments but did not specifically reference analyzing data and developing action plans to improve student achievement. Principal Beery explained that data analysis and instructional planning already occur through Professional Learning Communities (PLCs), collaborative team meetings, and SMART goals. Discussion was held regarding whether additional language should be added to clarify these expectations within the plan.

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Motion to approve Item 14. Classroom Site Fund Performance Plan with the addition of the language that will support the operationalizing of what we do in the test scores specific to instruction and therefore student mastery Presented by President Bell and Seconded by Member Babcock

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

IX. ACTION ITEMS - DISTRICT BUSINESS

Fiscal Year 2027 Proposed Budget — Consideration and possible approval of the proposed FY27 budget for the Mingus Union High School District No. 4 (Staff: Finance Director Leonard).

Financial Director Lynn Leonard reviewed the FY2027 budget proposal. The budget is based on preliminary state funding estimates, including a 2% baseline increase, with projected enrollment of 1,100 students. Total projected revenue is \$10.76 million, and an additional \$335,650 in revenue was identified through state funding increases, Proposition 123, carryforward funds, and budget revisions. The FY2027 capital budget is projected at approximately \$1.01 million. *[Full Presentation Attached]*

Motion to Approve Fiscal Year 2027 Proposed Budget as presented by President Bell and seconded by Member Babcock

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

ARS 15-421 Employment Restrictions and Volunteering — The Board will discuss and possibly take action on spouses of board members volunteering in the District.

The Board discussed a proposed policy regarding volunteer services by spouses of governing board members. Discussion centered on potential conflicts of interest, chain-of-command concerns, perceptions of favoritism, and whether a spouse volunteering could create governance issues because volunteers report to the Superintendent, who is supervised by the Board. Questions were raised regarding whether any current board members or family members would benefit from the policy and whether recusal would be necessary. Superintendent Herne clarified that the proposal does not allow spouses to be paid employees, as that is prohibited by state statute, and that the policy is

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limited to volunteer service only. It was noted that volunteers are approved by the Superintendent and do not come before the Board for approval. There was discussion that some Arizona school districts permit spouses of board members to volunteer while others do not, and that the purpose of the proposal was to formalize a process that is not currently addressed in District policy. Following discussion, there was interest in obtaining legal review of the proposed policy before implementation.

Motion to Approve the proposed policy regarding volunteer services by spouses of governing board members, contingent upon legal review, presented by President Bell and seconded by Vice President Nevarez.

- President Bell – Yes
- Vice President Nevarez – Yes
- Member Babcock – No
- Member David – No

Vote: 2-2

Interscholastic Eligibility For Non-Enrolled ESA Students - Possible approval for ESA students to participate in Mingus Union High School -AIA-sanctioned athletics for the 2026-2027 school year.

Superintendent Herne explained that the District's legal counsel continues to stand by its 2024 recommendation that governing boards not permit ESA students to participate in interscholastic activities and athletics. Research conducted with multiple sources, including the Arizona Interscholastic Association (AIA), found that there is currently no statewide ruling on ESA student participation. Some districts allow participation while others do not. The AIA indicated that the issue continues to gain attention throughout Arizona and may ultimately be resolved through a legal challenge.

Superintendent Herne noted that districts allowing ESA participation often charge a participation fee. The ESA handbook permits ESA funds to be used for participation fees related to athletics and extracurricular activities. Potential benefits discussed included increased participation opportunities, greater community exposure, and possible competitive advantages for athletic programs. Concerns included facility usage costs, transportation, athletic trainer services, coaching resources, officials' fees, academic accountability, and the possibility of enrolled students losing playing time to non-enrolled participants. The District would not receive Average Daily Membership (ADM) funding for ESA students participating solely in activities.

It was clarified that homeschooled students who do not receive ESA funds are already permitted to participate in public school athletics under existing AIA rules. The discussion focused specifically on students receiving ESA funding. Questions were raised regarding the proposed \$2,000 participation fee and whether participation by ESA students would benefit the District.

There was discussion regarding the similarities and differences between homeschooled students and ESA students, the financial implications for the District, and the importance of encouraging students to fully enroll at Mingus Union High School. Board Member David expressed concern that allowing ESA students to participate could reduce incentives for families to enroll their students full-time, while Vice President Nevarez and Member Babcock argued that participation opportunities should be available to all students regardless of educational setting. Academic

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eligibility verification for participating students was also discussed, with Superintendent Herne explaining that grade checks would rely on information provided by parents, similar to current procedures for homeschooled students. The Superintendent reiterated that legal counsel continues to recommend against allowing ESA student participation.

Motion To Allow ESA students to participate in Mingus Union High School -AIA-sanctioned athletics for the 2026-2027 school year, Presented by Vice President Nevarez and Seconded by President Bell.

- President Bell – Yes
- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – No

Vote: 3-1

The Board discussed the proposed \$2,000 participation fee for ESA students. President Bell expressed concern that the fee was significantly higher than fees charged by many districts and could discourage participation, particularly for families with students involved in multiple sports. She suggested a lower fee structure based on activity type. Superintendent Herne explained that the proposed fee was based on costs associated with providing facilities, coaching, transportation, officials, insurance, and other resources, and noted that similar fees are charged by some Arizona districts. Vice President Nevarez and Member Babcock agreed that the proposed fee was reasonable given the opportunities and services provided to participating students and supported maintaining the fee as proposed.

Motion To Approve the Participation Fee of \$2000 as proposed, presented by Vice President Nevarez and Seconded by Member Babcock.

- President Bell – No
- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes

Vote: 3-1

Call to Public Protocol - The Governing Board will discuss and possibly take action on the call to the public protocol discussed at the March 27, 2026, Board Retreat.

The Governing Board discussed potential revisions to the Call to the Public protocol. Discussion included adjusting speaker time limits based on the number of speakers, maintaining consistency in meeting procedures, whether Call to the Public should occur during work sessions, and the possibility of moving Call to the Public to the end of meetings. The Board also discussed address requirements for speakers, public participation opportunities, and balancing public input with meeting efficiency.

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Motion to **Revise the Call to the Public Protocol as follows**, presented by **Member Babcock** and Seconded by **Member David**.

- 1–10 speakers: 3 minutes per speaker
- 11–15 speakers: 2 minutes per speaker
- 16 or more speakers: 1 minute per speaker
- Total Call to the Public time capped at one hour

- President Bell – Yes
- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

Motion to **Move Call to the Public to the End of Board Meetings**, presented by **President Bell** and Seconded by **Vice President Nevarez**.

- President Bell – Yes
- Vice President Nevarez – Yes
- Member Babcock – Yes
- Member David – No

Vote: 3-1

Motion that **speakers be required to provide their address on the Request to Speak form but not be required to verbally state their address when speaking during Call to the Public**, presented by **President Bell** and Seconded by **Member David**.

- President Bell – Yes
- Vice President Nevarez – Yes
- Member Babcock – No
- Member David – Yes

Vote: 3-1

Superintendent Herne noted that because Call to the Public is not required by statute, the Board could choose not to include it during work sessions and that no motion or vote would be required to implement the change.

The Governing Board discussed whether summaries of Call to the Public comments should be included in meeting minutes. Discussion included how Request to Speak forms are kept as public records and the possibility of revising the form to indicate that speakers who are uncomfortable stating their address publicly may still speak, provided their address is included on the form.

Superintendent Herne noted that the Board determines the level of detail included in the minutes and a motion/vote is not required. Member Babcock and Member David expressed support for including summaries of each public comment in future meeting minutes, and the remaining Board members agreed.

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XI. INFORMATION AND DISCUSSION ITEMS

Board Retreat Follow-Up - Review and Discussion of the Rules of Conduct brainstorming and Communication Protocols (Staff: Superintendent Herne).

Member David asked the board if they got what they wanted out of the Board Retreat, He also stated that many of the proposed protocols focused on respect, communication, and "playing nice in the sandbox," while he believed greater emphasis should be placed on effectiveness, preparation, and board functionality. He noted the importance of board members doing their homework, being prepared, and making decisions based on evidence, research, and professional development opportunities. Vice President Nevarez stated that his understanding of the retreat discussions centered more on treating one another with respect, even when disagreements occur. He noted that board members will not always agree but should respect differing viewpoints and decisions.

The Board discussed the document and whether any revisions were necessary. No changes were proposed, and no action was taken

XII. REQUEST FOR FUTURE AGENDA ITEMS

Member Babcock asked about the status of the Strategic Plan and the Dashboard. Superintendent Herne stated that the Strategic Plan is currently with the ASBA communications team, which is developing the final presentation document and incorporating photos. She noted that the final document is expected within the next few weeks. Superintendent Herne also explained that the Dashboard will be created as a webpage on both the District and High School websites. The Dashboard will be updated quarterly, with various staff members responsible for maintaining the data.

President Bell requested a future agenda item regarding legal review of **ARS 15-421 Employment Restrictions and Volunteering.**

XIII. ADJOURNMENT

Motion to Approve Adjournment as presented by President Bell, and seconded by Vice President Nevarez

- President Bell – Aye
- Vice President Nevarez – Aye
- Member Babcock – Yes
- Member David – Yes

Motion passes 4-0

Meeting Ended at 9:47

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Board President

Board Vice President

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