



Special Board Meeting Agenda

Tuesday, April 21, 2026 | 6:00 PM | District Office Board Room, 8176 N. Westover, Joseph City, AZ 86032

Items on the special meeting agenda may be discussed in executive session related to employment matters, for the purpose of obtaining legal advice thereon or other matters pursuant to A.R.S. 38-431.03(A). The Governing Board may change the order of agenda items, pursuant to Governing Board Policy BEDB. The meeting room will be open to the public fifteen minutes prior to the beginning of the meeting.

1. OPENING ITEMS

- 1.A. Call to Order
- 1.B. Roll Call
- 1.C. Pledge of Allegiance
- 1.D. Invocation
- 1.E. Adoption of Agenda
- 1.F. Superintendent's Report
- 1.G. Call to the Public

2. EXECUTIVE SESSION (*)

For any agenda item indicated with an asterisk (*), the Board may vote to convene in Executive Session pursuant to A.R.S. 38-431.03 (A) (1) for personnel matters when notified; (2) discussion or consideration of records exempt by law from public inspection; (3) for consultation with attorney; (4) for consultation with attorney when in pending or contemplated litigation. Discussion or consideration of personnel matters may include employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee.

3. ACTION ITEMS

3.A. Personnel Requests (*)

Name	Assignment	Action
Barner, Rebecca	Speech Language Pathologist Assistant	Resignation
Combs, Darcy	Instructional Aide	Resignation
Hancock, Roland	Teacher	Resignation
Hutchens, Brenlee	Instructional Aide	Resignation
Johnstun, Anna	Seasonal Worker	Renewal
Miller, Ava	Instructional Aide - Title I	Resignation
Morris, Kylee	Instructional Aide	Resignation
Sander, Amanda	Teacher 2nd Grade	Resignation

3.B. *Discussion and possible action for termination of Library Aide, Lisa Gayer. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

**GBEB ©
STAFF CONDUCT**

All employees of the District are expected to conduct themselves in a manner consistent with effective and orderly education and to protect students and District property. No employee shall, by action or inaction, interfere with or disrupt any District activity or encourage any such disruption. No employee, other than one who has obtained authorization from the appropriate school administrator, shall carry or possess a weapon on school grounds. All employees shall at all times attempt to maintain order, abide by the policies, rules, and regulations of the District, and carry out all applicable orders issued by the Superintendent.

Potential consequences to employees of the District who violate these rules may include, but are not limited to:

- A. Removal from school grounds.
- B. Both civil and criminal sanctions, which may include, but are not limited to, criminal proceedings under Title 13, Chapter 29, Arizona Revised Statutes.
- C. Warning.
- D. Reprimand.
- E. Suspension.
- F. Dismissal.
- G. Having consideration given to any such violations in the determination of or establishment of any pay or salary in later contracts or employment, if any.

**Use of Physical Force by
Supervisory Personnel**

Any administrator, teacher, or other school employee entrusted with the care and supervision of a minor may use reasonable and appropriate physical force upon the minor to the extent reasonably necessary and appropriate to maintain order. Similar physical force will be appropriate in self-defense, in the defense of other students and school personnel, and to prevent or terminate the commission of theft or criminal damage to the property of the District or the property of persons lawfully on the premises of the District.

The threat or use of physical force is not justified as a response to verbal provocation alone, nor when the degree of physical force used is disproportionate to the circumstances or exceeds that necessary to avoid injury to oneself or to others or to preserve property at risk.

Adopted: Wednesday, November 12, 2025

LEGAL REF.:

A.R.S.

[13-3102](#)

[13-3111](#)

[13-3411](#)

[15-507](#)

[15-509](#)

[15-511](#)

[15-512](#)

[15-514](#)

[15-539](#)

[15-550](#)

[38-531](#)

[38-532](#)

[41-1758.03](#)

A.A.C.

[R7-2-205](#)

CROSS REF.:

[GCF](#) - Professional Staff Hiring

[GCMF](#) - Professional Staff Duties and Responsibilities

[GCO](#) - Evaluation of Professional Staff Members

[JIC](#) - Student Conduct

[JK](#) - Student Discipline

[KFA](#) - Public Conduct on School Property

**GBEA ©
STAFF ETHICS**

(Statement of Ethics for School Employees)

All employees of the District are expected to maintain high standards in their school relationships. These standards must be idealistic and at the same time practical, so that they can apply reasonably to all staff members. The employees acknowledge that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, every employee assumes responsibility for providing leadership in the school and community. This responsibility requires the employee to maintain standards of exemplary conduct. It must be recognized that the employee's actions will be viewed and appraised by the community, associates, and students. To these ends, the Board adopts the following statements of standards.

The school employee:

- A. Makes the well-being of students the fundamental value of all decision making and actions.
- B. Maintains just, courteous, and proper relationships with students, parents, staff members, and others.
- C. Strives for the maintenance of efficiency and knowledge of developments in the employee's field of work.
- D. Fulfills job responsibilities with honesty and integrity.
- E. Directs any criticism of other staff members or of any department of the school system toward improving the District. Such constructive criticism is to be made directly to the school administrator who has the responsibility for improving the situation.
- F. Supports the principle of due process and protects the civil and human rights of all individuals.
- G. Obeys local, state, and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.
- H. Implements the Governing Board's policies and administrative rules and regulations.
- I. Refrains from using school contacts and privileges to promote political or sectarian religious views or personal agenda of any kind.

J. Pursues appropriate measures to correct any laws, policies, or regulations that are not consistent with sound educational goals.

K. Avoids using position for personal gain through political, social, religious, economic, or other influence.

L. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.

M. Stresses the proper use and protection of all school properties, equipment, and materials.

N. Honors all contracts until fulfillment or release.

In the performance of duties, employees shall keep in confidence such information as they may secure unless disclosure serves District purposes or is required by law.

Adopted: Tuesday, September 10, 2019

LEGAL REF.:

A.A.C.

[R7-2-205](#)

**GDR ©
NONSCHOOL EMPLOYMENT BY
SUPPORT STAFF MEMBERS**

A regular, full-time employee's position in the District shall be given precedence over any type of outside work or self-employment. Employees are free to carry on outside work or self-employment projects as long as no District facilities, equipment, or school(s) are used, except as provided by policy, and the outside work or self-employment does not interfere with the employees' performance of District-assigned duties.

The outside work or self-employment by a staff member is of concern to the Board insofar as it may:

- Prevent the employee from performing assigned responsibilities in an effective manner.
- Be prejudicial to proper effectiveness in the position or compromise the District.
- Raise a question of conflict of interest - for example, where the employee's position in the District permits access to information or other advantage useful to the outside employer.

Therefore, an employee may not perform any duties related to outside work or self-employment during regular District working hours or during the additional time that is needed to fulfill the responsibilities of the District position. Employees who violate this policy are subject to reprimand, suspension, or termination.

Adopted: date of Manual adoption

LEGAL REF.:

A.R.S.

[15-321](#)

[15-341](#)

CROSS REF.:

[EDB](#) - Maintenance and Control of Materials and Equipment

[KF](#) - Community Use of School Facilities

3.C. *Discussion and possible action for the non-renewal of Campus Aide, Hailey Ashcroft. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

3.D. *Discussion and possible action for the non-renewal of Instructional Aide, Sharnell Chairez. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

3.E. *Discussion and possible action for the non-renewal of Instructional Aide, Katherine Frost. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

3.F. *Discussion and possible action for the non-renewal of Bus Driver, Joseph Watkins. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

3.G. *Discussion and possible action regarding contract negotiations with Superintendent candidate. (*Possible executive session per A.R.S. 38-431.03(A)(1) (personnel)).

4. ADJOURNMENT

Call to adjourn the meeting