

Regular Meeting
Tuesday, June 23, 2026 5:00 PM Mountain

Board Room
PO Box 207
San Carlos, AZ 85550

Dr. Leon Ben: Present
Aaron Miles: Present
Dimitri Nzeukou: Present
David Reede: Present
Katrina Talkalai: Present
Present: 5.

I. OPENING

I.A. Call to Order

I.B. Roll Call

I.C. Pledge of Allegiance

I.D. Governing Board Comments**

II. PUBLIC COMMENTS:

III. OPENING (Continued)

III.A. Review, revision and ratification of Agenda

IV. REPORTS

IV.A. Superintendent's Report:

IV.B. Business Report

V. CONSENT AGENDA

V.A. * Personnel Items: Discussion and possible approval on the following personnel Items:

V.A.1. Requesting approval of staff resignation/retirement/termination notice (s) received for the month of June 2026: German, E., Paguta, J., Chatlin, S., Logan, M., Jr., Ayze, F., McIntosh, A., Jeltsch, G.

V.A.2. Requesting approval to hire the following lists per recommendation received by the San Carlos Unified School District's Human Resource Department: Harris, S., Jones, D., Paguta, L., Cromwell, A., Fabre, R. (alternate), Pahe, S., Johnson, J., Belvado, B., Antonio, A., (alternate).

V.A.3. Request approval for the following Food Service Staff to work during summer school: Preston, E., Dillon, M., Pechuli, C., Dosela, R., Henry, E., Hooke, C., Johnson, I., Quiyo, P., Dilon, F., Jr., Dosela, L., Dillon, H., Sam, O., Logan, T., Mashill, L., Newman, E.

V.A.4. Requesting approval of graduate hours for the following: Felicisimo, R., Domine, N.

V.A.5. Request approval of 3% Superintendent Performance Pay in accordance with contract.

V.B. Requesting approval for out of state travel for the following San Carlos Unified School District's IT Departmental staff to attend PowerSchool University in Anaheim, California on June 28, 2026–July 3, 2026: Bernabe, J., Tohtsoni, Z., Haozous, M.

V.C. Requesting approval for the following San Carlos Unified School District Governing Board Members and Administration to attend the National Association of Federally Impacted Schools' Fall Conference in Washington, D.C. on September 20–22, 2026:
Ben, L., Miles, A., Talkalai, K., Reede, D., Nzeukou, D., Pietila, S., Hinton, E., Kitcheyan, M.

V.D. Recommendation to approve the disposal of District assets as being broken or damaged.

V.E. Second Reading and possible approval of the following Arizona School Board Association's Policy

Volume 38, Number 2 April 2026

Policy Advisory No. 961.....DELETED Policy GA — Personal Goals / Priority Objectives

Policy Advisory No. 962..... Policy GB — General Personnel Policies Policy Advisory No. 963..... Policy GBA — Equal Employment Opportunity

Regulation GBA-R — Equal Employment Opportunity Exhibit GBA-E — Equal Employment Opportunity

Policy Advisory No. 964..... Policy GBAC — Indian Preference in Employment

Policy Advisory No. 965..... DELETED Policy GBB — Staff Involvement in Decision Making

Policy Advisory No. 966.....Policy GBEA — Staff Ethics
NEW Regulation GBEA-R Ethics and Code of Conduct

NEW Exhibit GBEA-E Ethics and Code of Conduct

Policy Advisory No. 967.....Policy GBEAA — Staff Conflict of Interest
Exhibit GBEAA-E — Staff Conflict of Interest

Policy Advisory No. 968.....DELETED Policy GBEB — Staff Conduct
DELETED

Regulation GBEB-R — Staff Conduct DELETED

Exhibit GBEB-E — Staff Conduct

Policy Advisory No. 969.....Policy GBEBB — Staff Conduct with Students

Policy Advisory No. 970.....Policy GBEEC — Gifts to and Solicitations by Staff Members

Policy Advisory No. 971.....Policy GBEC — Drug - Free Workplace
NEW Regulation GBEC-R — Drug - Free Workplace

Exhibit GBEC-EA — Drug - Free Workplace

DELETED Exhibit GBEC-EB — Drug - Free Workplace

Policy Advisory No. 972 DELETED Policy GBECA — Nonmedical Use or Abuse of Drugs or Alcohol

Policy Advisory No. 973 DELETED Policy GBECB — Alcohol Use by Staff Members

Policy Advisory No. 974..... Policy GBED — Smoking by Staff Members
 Policy Advisory No. 975.....Policy GBEF — Staff Use of Digital Communications and Electronic Devices
 Policy Advisory No. 976...DELETED Policy GBEFA — Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle
 Policy Advisory No. 977.....NEW Policy GBGA — Health
 NEW Regulation GBGA-RA — Health NEW Regulation GBGA-RB —Health
 NEW Exhibit GBGA-EA — Health
 NEW Exhibit GBGA-EB — Health
 Policy Advisory No. 978..... DELETED Policy GBGB — Staff Personal Security and Safety
 DELETED Regulation GBGB-R — Staff Personal Security and Safety
 Policy Advisory No. 979..... DELETED Policy GBGC — Employee Assistance
 DELETED Exhibit GBGC-E — Employee Assistance
 Policy Advisory No. 980..... DELETED Policy GBGCA — Wellness Programs
 DELETED Regulation GBGCA-R — Wellness Programs
 Policy Advisory No. 981..... DELETED Policy GBGCB — Staff Health and Safety
 DELETED Exhibit GBGCB-E — Staff Health and Safety
 Policy Advisory No. 982..... Policy GBGD — Workers’ Compensation
 Regulation GBGD-R — Workers’ Compensation Exhibit GBGD-E — Workers’ Compensation
 Policy Advisory No. 983.....Policy GBI — Staff Participation in Political Activities
 Policy Advisory No. 984.....Policy GBJ — Personnel Records and Files
 NEW Regulation GBJ-R —Personnel Records and Files
 DELETED Exhibit GBJ-E — Personnel Records and Files
 Policy Advisory No. 985 Policy GBK — Staff Grievances
 Regulation GBK-R — Staff Grievances
 Exhibit GBK-EA — Staff Grievances
 Exhibit GBK-EB — Staff Grievances
 Exhibit GBK-EC — Staff Grievances
 Exhibit GBK-ED — Staff Grievances
 Exhibit GBK-EE — Staff Grievances
 Policy Advisory No. 986..... Policy GBP — Prohibited Personnel Practices
 Policy Advisory No. 987..... DELETED Policy GCA — Professional Staff Positions
 Policy Advisory No. 988..... Policy GCB — Professional Staff Contracts and Compensation
 Policy Advisory No. 989.....Policy GCBA — Professional Staff Salary Schedules
 Policy Advisory No. 990..... DELETED Policy GCBC — Professional Staff Supplementary Pay Plans
 Policy Advisory No. 991.....DELETED Policy GCBD — Professional Staff Fringe Benefits
 Policy Advisory No. 992..... DELETED Policy GCC — Professional / Support Staff Leaves and Absences
 Policy Advisory No. 993.....Policy GCCA — Professional / Support Staff Sick

Leave

NEW Regulation GCCA-RA Types of Leaves

NEW Regulation GCCA-RB Types of Leaves

NEW Regulation GCCA-RC Types of Leaves

NEW Exhibit GCCA-E Types of Leaves

Policy Advisory No. 994.....DELETED Policy GCCB — Professional / Support Staff

Personal / Emergency / Religious Leave

Policy Advisory No. 995.....DELETED Policy GCCC — Professional / Support Staff Leaves of Absence without Pay

DELETED Exhibit GCCC-EA — Professional / Support Staff Leaves of Absence without Pay

DELETED Exhibit GCCC-EB — Professional / Support Staff Leaves of Absence without Pay

DELETED Exhibit GCCC-EC — Professional / Support Staff Leaves of Absence without Pay

DELETED Exhibit GCCC-ED — Professional / Support Staff Leaves of Absence without Pay

DELETED Exhibit GCCC-EE — Professional / Support Staff Leaves of Absence without Pay

Policy Advisory No. 996.....DELETED Policy GCCC — Professional / Support Staff Leaves of Absence without Pay (Fewer than 50 Employees)

Policy Advisory No. 997.....DELETED Policy GCCD — Professional / Support Staff

Military / Legal Leave

DELETED Exhibit GCCD-E — Professional / Support Staff Military / Legal Leave Policy

Advisory No. 998.....DELETED Policy GCCE — Professional / Support Staff Conferences / Visitations / Workshops

Policy Advisory No. 999..... DELETED Policy GCCF — Sabbatical Leave

Policy Advisory No. 1000... DELETED Policy GCCG — Professional Staff Voluntary

Transfer of Accrued Sick Leave

DELETED Regulation GCCG-RA — Professional Staff Voluntary Transfer of Accrued Sick Leave

DELETED Regulation GCCG-RB — Professional Staff Voluntary Transfer of Accrued Sick Leave

Policy Advisory No. 1001.... DELETED Policy GCCH — Professional / Support Staff Bereavement Leave

Policy Advisory No. 1002..... DELETED Policy GCD — Professional Staff Vacations and Holidays

Policy Advisory No. 1003..... Policy GCF — Professional Staff Hiring

Regulation GCF-R — Professional Staff Hiring Exhibit GCF-EA — Professional Staff Hiring

Exhibit GCF-EB — Professional Staff Hiring Exhibit GCF-EC — Professional Staff Hiring

Exhibit GCF-ED — Professional Staff Hiring

NEW Exhibit GCF-EE – Hiring

NEW Exhibit GCF-EF — Hiring

Policy Advisory No. 1004..... Policy GCFC — Professional Staff Certification and Credentialing Requirements

Exhibit GCFC-E — Professional Staff Certification and Credentialing Requirements

Policy Advisory No. 1005.....DELETED Policy GCFE — Professional / Support Staff Hiring – Oath of Office

DELETED Exhibit GCFE-E — Professional / Support Staff Hiring – Oath of Office Policy

Advisory No. 1006..... Policy GCG — Time and Substitute Professional Staff

Employment

Policy Advisory No. 1007... DELETED Policy GCGB — Arrangements for Substitute Staff Members
 DELETED Regulation GCGB-R — Arrangements for Substitute Staff Members Policy Advisory No. 1008..... Policy GCH — Professional / Support Staff Orientation and Training
 Policy Advisory No. 1009..DELETED Policy GCI — Professional Staff Development
 Policy Advisory No. 1010 ..DELETED Policy GCJ — Professional Staff Probationary and Continuing Status
 Policy Advisory No. 1011..... Policy GCK — Professional Staff Assignments and Transfers
 Policy Advisory No. 1012..... DELETED Policy GCL — Professional Staff Schedules and Calendars
 Policy Advisory No. 1013.... DELETED Policy GCMC — Professional Staff Meetings
 Policy Advisory No. 1014..... Policy GCMF — Professional Staff Duties and Responsibilities
 NEW Regulation GCMF-RA – Duties and Responsibilities
 NEW Regulation GCMF-RB – Duties and Responsibilities
 Policy Advisory No. 1015..... Policy GCO — Evaluation of Professional Staff Members
 Regulation GCO-RA — Evaluation of Professional Staff Members
 DELETED Regulation GCO-RB — Evaluation of Professional Staff Members NEW Exhibit GCO-E – Evaluations and Contracts
 Policy Advisory No. 1016... DELETED Policy GCP — Professional Staff Promotions
 Policy Advisory No. 1017..... Policy GCQA — Professional Staff Reduction in Force
 Policy Advisory No. 1018..... Policy GCQC — Resignation of Professional Staff Members
 Policy Advisory No. 1019.... DELETED Policy GCQE — Retirement of Professional / Support Staff Members
 Policy Advisory No. 1020..... Policy GCQF — Discipline, Suspension, and Dismissal of Professional Staff Members
 NEW Regulation GCQF-RA – Discipline, Suspension, and Dismissal
 NEW Regulation GCQF-RB – Discipline, Suspension, and Dismissal
 Policy Advisory No. 1021..... Policy GCR — Nonschool Employment by Professional Staff Members
 Policy Advisory No. 1022.....Policy GCRD — Tutoring for Pay
 Policy Advisory No. 1023..... Policy GCS — Professional Research and Publishing
 Policy Advisory No. 1024..... DELETED Policy GDA — Support Staff Positions
 Policy Advisory No. 1025..... DELETED Policy GDB — Support Staff Contracts and Compensation
 Policy Advisory No. 1026.....DELETED Policy GDBA — Support Staff Salary
 Policy Advisory No. 1027. DELETED Policy GDBC — Support Staff Supplementary Pay / Overtime
 Policy Advisory No. 1028.DELETED Policy GDBD — Support Staff Fringe Benefits
 Policy Advisory No. 1029DELETED Policy GDCG — Support Staff Voluntary

Transfer of Accrued Sick Leave
 DELETED Regulation GDCG-R — Support Staff Voluntary Transfer of Accrued Sick Leave
 Policy Advisory No. 1030.....DELETED Policy GDD — Support Staff Vacations and
 Holidays
 Policy Advisory No. 1031.....DELETED Policy GDF — Support Staff Hiring
 DELETED Regulation GDF-R — Support Staff Hiring
 DELETED Exhibit GDF-EA — Support Staff Hiring
 DELETED Exhibit GDF-EB — Support Staff Hiring DELETED Exhibit GDF-EC — Support
 Staff Hiring
 DELETED Exhibit GDF-ED — Support Staff Hiring
 DELETED Exhibit GDF-EE — Support Staff Hiring
 Policy Advisory No. 1032....DELETED Policy GDFA — Support Staff Qualifications and
 Requirements.
 DELETED Exhibit GDFA-E — Support Staff Qualifications and Requirements Policy
 Advisory No. 1033.....DELETED Policy GDG — Part-Time and Substitute Support Staff
 Employment
 Policy Advisory No. 1034.....DELETED Policy GDJ — Support Staff Assignments and
 Transfers
 Policy Advisory No. 1035.....DELETED Policy GDK — Support Staff Schedules and
 Calendars
 Policy Advisory No. 1036.....DELETED Policy GDL — Support Staff Workload
 DELETED Regulation GDL-R — Support Staff Workload
 Policy Advisory No. 1037.....DELETED Policy GDLB — Support Staff Meetings
 Policy Advisory No. 1038..... DELETED Policy GDN — Supervision of Support Staff
 Members
 Policy Advisory No. 1039.....DELETED Policy GDO — Evaluation of Support Staff
 Members
 DELETED Exhibit GDO-EA — Evaluation of Support Staff Members
 DELETED Exhibit GDO-EB — Evaluation of Support Staff Members
 Policy Advisory No. 1040.....DELETED Policy GDP — Support Staff Promotions and
 Reclassification
 Policy Advisory No. 1041.....DELETED Policy GDQA — Support Staff Reduction In
 Force
 Policy Advisory No. 1042.....DELETED Policy GDQB — Resignation of Support Staff
 Members
 Policy Advisory No. 1043.... DELETED Policy GDQD — Discipline, Suspension, and
 Dismissal of Support Staff Members
 Policy Advisory No. 1044.....DELETED Policy GDR — Nonschool Employment by
 Support Staff Members
 Policy Advisory No. 1045 Policy ECAC — Vandalism and Reporting Suspected Crimes
 Regulation ECAC-R - Vandalism and Reporting Suspected Crimes
 Policy Advisory No. 1046Policy IHAL - Teaching About Religion

V.F. Ratification of the following payroll vouchers: PP24, PP25

V.G. Ratification of the following expense vouchers: 2633, 2634

V.H. Approval of May 12, 2026, San Carlos Unified District's Governing Board Meeting Minutes.

V.I. Requesting approval of the May 12, 2026, San Carlos Unified School District's Public Hearing on the FY26 Expenditure Budget Hearing Revision #2 Meeting Minutes.

V.J. Approval of the San Carlos Unified School District's Governing Board Meeting of May 29, 2026.

VI. NEW BUSINESS

VI.A. Curriculum and Instruction - Action and or discussion as indicated.

VI.A.1. Requesting approval of San Carlos Middle School 2026–2027 SY Handbook.

VI.B. Business and Operations - Action:

VI.B.1. Request to seek authorization and approval for expenditure exceeding \$100,000.00 for First Financial Group (FFG).

VI.B.2. Requesting approval for the FY27 Expenditure Budget Hearing Notification.

VI.B.3. Requesting approval of the Adoption of the Proposed FY27 Expenditure Budget:

- FY27 Expenditure Budget Forms
- FY27 Data Entry and Calculations

VI.C. EXECUTIVE SESSION: *The Governing Board may vote to go into Executive Session pursuant to A.R.S. 38-431.03 (A)(1) to discuss personnel issues, regarding an applicant or employee of the District, pursuant to A.R.S. 38-431.03 (A)(2) to discuss records exempt by law from public inspection, pursuant to A.R.S. 38-431.03 (A)(3) for consultation with the District Attorneys or pursuant to A.R.S. 38-431.03 (A)(4) to discuss pending or contemplated litigation with the District Attorney(s).*

VI.C.1. Personnel

VI.C.1.a. Business Manager Position

VI.C.2. New Business

VI.C.2.a. San Carlos Apache Healthcare Corporation Contracts 2026 - 2027.

VI.C.3. American Family Life Assurance Company (AFLAC)

VI.C.4. Trust Alliance Representation

VII. BOARD ACTION ITEMS:

VII.A. Approval of the San Carlos Apache Healthcare Corporation's Memorandum of Understanding (MOU).

VIII. CORRESPONDENCE

VIII.A. Exceptional Student Services Director's Report

VIII.B. San Carlos Middle School Principal's Report

VIII.C. Rice Intermediate School Board Report

VIII.D. San Carlos High School Board Report

VIII.E. Rice Primary Elementary School Board Report - Presentation

IX. ANNOUNCEMENTS AND DATES OF NEXT MEETING:

IX.A.

- July 4, 2026 — Independence Day
- July 20–24, 2026 - SCUSD Teacher/Staff Inservice
- July 27, 2026 - First Day of School
- August 11, 2026 - Monthly School Board Meeting
- September 7, 2026 - Labor Day Holiday
- September 9, 2026 - ASBA Delegate Assembly, Phoenix, AZ
- September 9-10, 2026 - ASBA Law Conference, Phoenix, AZ
- September 20–23, 2026 - NAFIS Fall Conference, Washington, DC

X. ADJOURNMENT