



Willcox Unified School District NO. 13

480 North Bisbee Avenue

Willcox, Arizona 85643

## Notice of Regular Board Meeting Minutes

July 1<sup>st</sup>, 2025. 6:00 pm

### Board Members Present:

Homer Hansen

Steve Marlatt

Terri Kibler

Bill Ryan

### Others Present:

Kevin Davis

Destany Smith

James Allen

Rebecca Bhasme

### I. Opening of meeting

- A. Homer called the meeting to order and did roll call.
- B. Homer lead the Pledge of Allegiance.
- C. Terri did the Invocation for the Governing Board.
- D. Bill motioned to adopt the agenda, seconded by Terri. In favor: Bill, Terri, Steve and Homer. None opposed.

### II. Organization of Governing Board

Nomination and Election of Governing Board Officers – The governing board will open nominations and then elect officers for the following positions: president and vice-president. The newly elected board president will conduct the balance of the meeting.

Bill nominated Homer Hansen for Board President. Steve seconded. In favor: Bill, Terri, Steve, Homer. None opposed.

Homer nominated Bill Ryan for Board Vice President. Terri seconded. In favor: Bill, Terri, Steve, and Homer. None opposed.

### III. Call to the Public – No call to the public.

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Governing Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, Arizona law permits Governing Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be placed on a future agenda. Persons desiring to address the Board must first be recognized by the Board President. Before speaking, the individual must state his/her name. Duration of comments may be limited by the Board President. Persons with specific problems or concerns regarding personnel are encouraged to utilize Governing Board Policy KEB, "Public Concerns and Complaints Against Personnel".

### IV. Administrative reports/Summary of current events

#### A. Bond Construction Update—

Track and field work is progressing slowly. Struggling to have them finish the job.

- A meeting is scheduled for every Tuesday to remind them the importance of finishing this work.

They just did repairs on the valves, and pumps on the football field, now they are supposed to be putting in rock around the fence line. Then they are supposed to be here this week to finish the fencing on the track itself. Then they'll move on to the remaining landscaping and gravel. The bleachers have always been an issue due to the availability. Steel for the press box and bleacher frames are expected to be here next week.

Concrete slab for the press box was poured yesterday so that will have time to dry before they start building on it. The aluminum for the bleacher setup will be here the following week. We will hopefully be done before the end of the month with the bleachers. The first week of August we should have everything done with that project.

Elementary Classroom Bond Projects, work progress is also slow.

Cost of remodeling the old gym, which may be delayed. There are plans to have a new building on the northeast side of the football field. We will be going out on bid here shortly to get an estimate on cost for construction of that building and to do the addition on the wrestling room. We did bid that with the old gym, but we want to do it as a separate project to see if we can get local contractors to bid on those two projects, where it may be a little cheaper than a contract from Tucson.

Continued work underway with the multipurpose room with designs then we will go out for bid with that. There again is hopes to get a local contractor.

The main issue with not doing anything with the old gym at this time, is that we had plans to redo that front foyer area and redo those bathrooms. But once we start with that project, we will be tied into doing repairs and upgrades to a lot of the building. So when we get the cost estimates back from these two projects, we can have a recommendation to see what needs to be done.

## B. Legislative Update

Recent policy changes will impact Board members, requires board members to be mandatory reporters. All school district employees have to be mandatory reporters, hasn't previously been required of board members, and now it is. Back-to-school legal training is scheduled for August 4th there will be three sessions, starting at 9:00 AM at the Elementary school, 10:30 AM at the Highschool, and 1:30 PM at the middle school. They're about an hour long and with that you will get your training on what is required as a mandatory reporter.

There's also wireless communication restrictions are in place: you have to restrict access of students to social media, which we already have guidelines in our handbooks that outline what our policies are and we fit in with the new laws, we are double checking with our attorneys right now to make sure we are good with the language but I think we are okay with that.

Directory info which is basic information for students that Parents need to opt out of if they so choose, that is in our enrollment package, so we already meet that requirement as well.

We are going to approve the budget, they finally had a new budget, we got new budget paperwork if there are changes in it yesterday so we will have revision scheduled for October incorporating those changes.

The AEL (Aggregate Expenditure Limit) has been overridden for the next two years.

**V. Consent Agenda**

- A. Bill made a motion to approve the consent agenda as in the board backup, Steve seconded. In favor: Bill, Terri, Steve, and Homer. None opposed.

**VI. New business**

- A. FY 2025-2026 Budget – The Board may adopt the proposed M&O and District Additional Assistance budget for FY 2025-2026 as included in the board backup material. Motioned by Steve, seconded by Bill. In favor: Bill, Terri, Steve, and Homer. None opposed.
- B. IGA with Cochise County Elections – Consideration of approving the IGA with the Cochise County Elections Department as listed in the board backup material.

IGA - 25/26-63 – Cochise County Elections

Motioned by Bill, seconded by Terri. In favor: Bill, Steve, Terri, Homer. None opposed.

- C. Policy Revisions – Consideration of approving the following policy revisions as included in the board backup material.

Policy Number

3-403 – Technology

3-403.A – Form – Technology Acceptable Student Use

5-305 – Student Code of Conduct

5-305.A – Student Code of Conduct – Restrictions on Use of Wireless Communications

4-204 – Mandatory Reporting

4-204.A – Procedure – Mandatory Reporting – Child Abuse Reporting

5-401.A – Procedure – Police Interview Notification – Student Interviews

1-401 – Parents/Legal Guardians Rights in Education

5-303 – Student Records

5-303.B – Procedure - Student Records – Directory Information

Motioned by Terri, seconded by Bill. In favor: Bill, Terri, Steve, Homer. None opposed.

- D. [Teacher Resignation](#) – Pursuant to A.R.S. 38-431.03 (A)(1), Personnel, the Board may vote to move into executive session to discuss the resignation and contract terms of

Rebecca Bhasme, Middle School Teacher. If the teacher requests that this discussion be held in open session, it will be held during the action agenda portion of the agenda following the return to open session. Motion to go into Executive session discussion by Bill, seconded by Terri. In favor: Bill, Terri, Steve, Homer. None opposed.

- E. Bill motioned to take action on the Personnel matters regarding Rebecca Bhasme, Terri seconded.

Discussion: Rebecca Bhasme, "This discision was hard. My son is going to college, and I couldn't send him to college and afford a home. I am moving up so that I can support him through college. I sent my other kid to college 7 years ago and she went out of states, and I don't want to go through that again. I hope I did my jobe well, I teach because I want to teach and not because of my salary. I absolutely love what I do."

Recap: She is revoking her teaching contract due to her son's financial situation and upcoming college enrollment in August. She will be relocating to support him. Initially, she intended to remain at Willcox Middle School, but there was a misunderstanding regarding tuition cost, where the semester cost was mistaken for the annual amount.

Bill: "It is my recommendation that we assess liquidated damages, because that is on the contract." Terri Seconded. "Because it was in the contract, it puts us in a bind."

Rebecca acknowledged the \$1,500.00 penalty, which will be deducted from her final paycheck. This fee cannot be split into payments.

Additional context was provided regarding Rebecca's past involvement in extra duty assignments. These assignments have been phased out over the last two years, and she had taken on tutoring and migrant duties to supplement the loss and received compensation for these. Previous stipends received were clarified as non-guaranteed and not part of regular salary. All teachers who have broken their contract have been assessed liquidated damages, unless there was extenuating medical circumstances. Homer expressed appreciation for Rebecca's service and volunteer efforts, while also emphasizing the importance of adhering to contract terms. It was noted that the district previously and currently covered the cost of Rebecca's Visa and will incur replacement expenses.

The Board reiterated that contract agreements are business matters and not personal, even though that this discussion is very difficult.

Vote: Aye is for assessing liquidated damages, and nae is for not assessing those damages.

Ayes – Bill, Terri, Steve, and Homer.

No nae's recorded.

- F. [Future Meeting Dates](#) – The Board may set additional meeting dates as needed and discuss agenda items to be included in future agendas. The next regular meeting is scheduled for August 5th, 2025.

Board will meet on the 9<sup>th</sup> at 12:30 at the elementary to do tours of the middle and elementary school sites. They will also be attending legal trainings at non-specified times.

## VII. Adjournment

A. Bill motioned to adjourn meeting, Terri seconded.

I certify that this Notice and Agenda was posted on line on the District website and at the following location(s): District Office Building – **District office on July 2nd, 2025 at 5:00pm.**

By: \_\_\_\_\_

Kevin Davis, Superintendent