



Willcox Unified School District NO. 13

480 North Bisbee Avenue

Willcox, Arizona 85643

Notice of Regular Board Meeting—Minutes Draft

Pursuant to A.R.S. 38-431.02, notice is hereby given to members of the Willcox Unified School District Governing Board and to the general public that the Board will hold a Regular Meeting that is open to the public on Tuesday, October 7, 2025 at 6:00 P.M in the District Education Center Board room, located at 480 N. Bisbee Avenue, Willcox, AZ 85643. Board members may participate in person or telephonically. Pursuant to A.R.S. 38-431.03(A) (3), the Board may vote to go into Executive Session (which will not be open to the public) for discussion or consultation with the Board's attorney(s) on any matter listed on the Agenda. The Board attorney(s) may appear in person or telephonically. Pursuant to Title II of the Americans with Disabilities Act (ADA), persons with a disability may request a reasonable accommodation by contacting Kevin Davis, Superintendent/Business Manager, at (520) 384-8600, 480 North Bisbee Avenue, Willcox, AZ 85643. Requests should be made as early as possible to allow time to arrange the accommodation(s). Persons needing a language interpreter should contact Kevin Davis 520-384-8600 at least 48 hours prior to the meeting.

The District subscribes to equal and quality educational opportunities for all students. All decisions pertaining to policies that affect curriculum, programs and facilities will be made carefully, after scrutiny of the needs of our students and the resources available.

A complete copy of the Meeting Agenda can be found on the District's website: www.wusd13.org. A copy of the agenda background material provided to Governing Board members (with the exception of material relating to possible executive sessions and records exempt from public inspection by law) is available for public inspection 24 hours in advance of the meeting at the District Office, 480 North Bisbee Avenue, Willcox, Arizona 85643.

PLEASE SILENCE YOUR PHONES

AGENDA

October 7, 2025

6:00 pm

Immediately following the public hearing

Members Present:

Homer Hansen

James Allen

Steve Marlatt

Terri Kibler

Member absent:

Bill Ryan

Others Present:

Shane Couch

Tammy Hall

Erin Bowlby

Kevin Davis

Destany Smith

Sree Pillai

Elena Whetten

Nine additional guests

I. Opening of meeting

- A. Homer called the meeting to order and took roll call.
- B. Homer lead the Pledge of Allegiance
- C. Terri said the Invocation for the Governing Board
- D. Steve motioned to adopt the agenda. James seconded. Vote:

II. Call to the Public – No public responded.

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".

III. Presentations

A. Middle School Student Council

The Middle School Student Council shared updates on upcoming Spirit Week and Red Ribbon Week activities. Dress-up days include Disney Day on Monday, Hobo Day on Tuesday—where students may dress in styles reminiscent of the Great Depression—Wacky Wednesday, and Halloween costumes or Willcox Pride attire on Thursday for those without costumes. Student Council will be selling and distributing Boo Grams, with tiered pricing to ensure accessibility for all students. Additionally, Boo Grams will be donated to students who may not be able to purchase one. In athletics, the cross country team placed first at CAC. Softball and boys' basketball have begun tryouts, with the softball team aiming for a fourth consecutive championship and the basketball team working toward playoffs.

B. High School Student Council

The High School Student Council shared updates on campus activities and upcoming events. WHS Principal noted that the school is currently preparing for accreditation, with Raydia Martin working on the rubric and Cognia scheduled to visit and provide their review. Homecoming season began with hallway decorating on September 11th, and the junior class won the Homecoming competitions. Student Council purchased T-shirts for all staff and continues to run a successful chocolate box fundraiser. On October 28th, the Red Cross Blood Drive will be held, with a goal of collecting 42 pints and 5 Power Red donations. Youth Court is planning a trip to Washington, D.C. in March. The Publications team has sold several yearbooks and advertisements. FCCLA and ASL Club officers attended a training in Williams, Arizona, and plan to promote their club on campus. The Knowledge Bowl team recently competed in Thatcher, where the B Team performed well and defeated several A Teams. In English classes with Mrs. Richards, teachers are continuing to assess student placement, while Mr. Pillai's math classes have engaged in math games and Academic Challenge practice. Soccer won the regional title, football placed in the top ten and is aiming for a 2A divisional win, volleyball is currently ranked second in the region, and several cross country athletes have qualified for state.

C. High School FFA

During the month of September, FFA members participated in the Expo from the 4th to the 6th and attended the County Fair from the 24th to the 28th, where several students earned Grand Champion titles. Freshmen attended the FFA Summit, focused on leadership development and agricultural education. Members also competed in wildlife, soil, and forestry events during Riggs Field Day. October activities include Bonita Cowboy Day on the 2nd, where students will educate attendees about agriculture and the FFA program. On October 3rd, the chapter will host a Homecoming BBQ, with proceeds donated to Globe City to support flood relief efforts. On October 4th, members participated in the Rex Allen Days Parade, winning awards for Willcox Pride and Western Spirit, and worked the rodeo concession stand on both the 4th and 5th. The chapter meeting is scheduled for October 8th and will include games and food. A livestock competition will take place on October 12th. Greenhand applications will be released soon, allowing freshmen to shadow the current Officer Team, develop leadership skills, and compete in Conduct of Meetings. The National FFA Convention will be held in Indianapolis from October 28th through November 1st, and the chapter will be attending.

IV. Administrative reports/Summary of current events

A. Bond/Construction Updates

Administrative updates included the completion of construction in the Middle School and Elementary School activity rooms. Larger projects are scheduled for next summer, including renovations to the library, orchestra, band, and cafeteria spaces. The district is currently seeking contractor quotes, with prioritization needed for upcoming projects. The old gym remains a significant undertaking, while drawings for the new multipurpose room are in progress and expected to begin soon. In response to a question regarding public access to the track, it was noted that the track is not yet open due to ongoing contractor work. Leadership will revisit the matter after their next meeting, with plans to post cautionary signage once access is granted. A damaged section of the track will be repaired following football season, during which construction may temporarily close the area.

B. Election Update

Election notice packets have been mailed by the PAC and county, with additional information shared via public posts. Organizations such as the Senior Center and Rotary Club have requested further details, and presentations are being planned. Voters may cast ballots at various authorized locations or request mail-in ballots. As long as individuals are registered, their ballot will be valid regardless of where they vote.

V. Consent Agenda

- A. James moved to approve the consent agenda. Terri seconded. No discussion. In favor: Terri, Steve, James, Homer. None opposed.

VI. New business

- A. [Annual Financial Report](#) (AFR) - Consideration of approving the FY 2024-2025 Annual Financial Report (AFR) as included in the board backup material. Terri made a motion to approve, Steve seconded.

Discussion: Kevin gave a brief summary: There are four main categories, and these are all the areas of spending. (A pie chart with the spending amounts was presented). M&O, Capital, Class site fund, and Grants are the four main categories as you can see, there are the differences for the past years in spending. Average teacher's salary last year was \$56,000.00, Budget Surplus \$4 mill, tax rate 5.9, enrollment was 1039.26, These were the reports high points, but there is much more in the report. Some of what was presented in the public hearing.

In favor: Terri, Steve, James, Homer. None opposed.

- B. FY 2025-2026 Classroom Site Fund - (301) Base Pay and Pay for Performance Plan – Consideration of approving the FY 2025-2026 Classroom Site Fund (301) Base Pay and Pay for Performance Plan for instructional staff as presented in the board backup material. Steve made a motion to approve, James seconded.

Discussion: There were 2 or 3 changes, as we had the principle's input included. The people being paid changed, and this has been a point of discussion that would need to be revised or settled at the teacher advisory meeting, then looked over later. The approval now puts the current plan in place so that those paid will receive their November pay, and we can change the performance in December.

In favor: Terri, Steve, James, Homer. None opposed.

- C. Consideration and Direction on ASBA Bylaw Change Proposal - The board may discuss and vote on this matter, and assign the superintendent to submit the district's vote. Homer made a motion, Terri seconded. No discussion. In favor: Terri, Steve, James, Homer. None opposed.

Items D & E, Terri made a motion to enter executive session, with President Homer having authority to bring us out of executive session. Steve seconded. In favor: Terri, Steve, James, Homer. None opposed.

- D. [Teacher Resignations](#) – 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 Colby Baty, High 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.

- E. [Teacher Resignations](#) – 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 Christopher Simpson, 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.

- F. Action on Teacher Resignation - Pursuant to A.R.S. 38-431.03 (A)(1) The Board may take action on the– Personnel matters regarding Colby Baty. Terri moved to asses liquidated damages and report unprofessional conduct against Colby Baty. Homer seconded. In favor: Terri, Steve, James, Homer. None opposed.

- G. Action on Teacher Resignation - Pursuant to A.R.S. 38-431.03 (A)(1) The Board may take action on the— Personnel matters regarding Christopher Simpson. Homer moves to asses liquidated damages against Christopher Simpson. Steve seconded. In favor: Terri, Steve, James, Homer. None opposed.
- H. Future Meeting Dates – The Board may set additional meeting dates as needed and discuss agenda items to be included in future agendas. The board may hold a Retreat/Work Meeting on October 10, 2025. The next regular meeting is scheduled for November 4th, 2025.

Discussion: 9 AM in the conference room on October 10th will be the work session meeting. Will probable run till 1 PM. Homer will create the agenda and Kevin can get it posted. Members should come with their goals for the Board. Work sessions have no voting on matters.

VII. Adjournment

- A. Action to adjourn Meeting by Terri. Homer seconded. In favor: Terri, Steve, James, Homer. None opposed.

I certify that this Notice and Agenda was posted on line on the District website and at the following location(s): District Office Building – Front Display Box on October 9th, 2025 at 5:00pm.

By: _____
Kevin Davis, Superintendent