

MINUTES-DRAFT
GOVERNING BOARD MEETING-THATCHER UNIFIED SCHOOL DISTRICT No. 4

Thursday, May 14, 2026 5:30 p.m.
District Administrative Center, 3490 West Main Street, Thatcher, Arizona

Dr. Gary Sorensen, President
Kate McCluskey, Member

Dr. Debbie Chapman, Clerk
Susan Hancock, Member

J. Travis Smith, Member
Matt Petersen, Superintendent

The meeting was called to order by Board President Dr. Gary Sorensen at 5:32 p.m. All board members are present with the exception of board members Kate McCluskey and J. Travis Smith. Pledge of allegiance led by Dr. Gary Sorensen.

Approval of the Agenda dated May 14, 2026

Motion by Susan Hancock to approve the agenda as submitted.

Second by Dr. Debbie Chapman.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, Dr. Gary Sorensen)

Approval of the Meeting Minutes dated April 7, 2026

Motion by Susan Hancock to approve the meeting minutes from April 7, 2026 as submitted.

Second by Kate McCluskey.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, Dr. Gary Sorensen)

Summary of Current Events & Activities

- Superintendent Petersen advises:
 - Current enrollment
 - JDPS 405
 - TES 540
 - TMS 263
 - THS 498
 - EOA 53
 - Total: 1759
 - Summer projects will begin soon on each campus
 - Cleaning of carpets
 - Painting of classrooms
 - THS lighting project. Working with Graham County Coop
 - ASBA SB-1744 New policy regarding sports and AED's
 - Thatcher has already implemented
 - 29 total on 4 campuses and District Office
 - 1 more to purchase this upcoming school year
 - All teams and field trips travel with an AED
 - Air tag located on each AED

J. Travis Smith arrived at 5:38 p.m.

Call to the Public

- Louisa Cabrera addressed the Governing Board regarding discrimination and student consequences at TMS & THS

Approval/Ratification of Financial Matters

Motion Dr. Debbie Chapman to approve/ratify payroll and expense vouchers dated (April 8, 2026 thru May 14, 2026).

Second by Susan Hancock.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of Employment Matters-Staff Changes (*Contingent on file clearance, as applicable)

Motion by J. Travis Smith to approve staff changes as submitted.

Classified:		Emma Lamoreaux/General Maintenance, Joseph Pursley/Hardware Specialist, Maya Martinez/Janitorial
Transfers:	SY26/27	Adriana Gates/Transfer from JDPS Inclusion Aide to JDPS NEST, Erica Crowther/Transfer from JDPS Inclusion Aide to Office Aide
Certified:	SY26/27	Heather Udall/TMS Choir Teacher, Callie Ruiz/THS Dual Enrollment English Teacher, Chad Smith/THS Boys PE/Weights Teacher, Sarah Porter/THS SPED Teacher
	TUSD Summer School 7-12:	Elaina Estrada
	Summer ESY:	Alexis Glazier/Preschool, Stacy Morris/Preschool, Bailey McCray/K-8, Erica Crowther, Inclusion Aide, Karla Cano/Inclusion Aide, Jazmine Waldron/Inclusion Aide, Anastayssiya Ionova/Inclusion Aide
	Summer PK:	Alexis Glazier/Screenings, Stacy Morris/Screenings
	Summer Curric.:	Britney Gerber, Jolee Gutierrez, Melinda Claridge, Rosalina Clonts, Layla Fox, Carly Angle, Aubrianna Smith, Stephany Apodaca, Ruth Luster, Kelly Ruland, Paola Badilla, Chris Carrell, Sherri Stradling, Kasey Gibson, Lynaya Sanders, Rachel Allred, Aubrey Larson, Brandon Udall, Megan Medina, Sarah Scott, Pam Leavitt
	SPED IEP Stipend:	Bridgette Mennen
	New Teacher Training Stipend:	Savannah Lewis
	Mentor Teacher Stipend:	Kayleen Smith
	Nursing Dept. Summer Hours:	Heather Allred, Ashley Smith
Resignations:		Brianna O'Donnal/TES Inclusion Aide, Paige Perea/JDPS Inclusion Aide, Margaret Nichols/JDPS Inclusion Aide, Serena Webster/JDPS Inclusion Aide, Sadee Skousen/JDPS Inclusion Aide, Patricia Matagaono/JDPS Instructional Aide, Madison Jarvis/JDPS Instructional Aide, Michelle Johnson/JDPS Instructional Aide, Diane Herbert/JDPS Instructional Aide, Bailey Mattice/THS English Teacher, Kody Taylor/THS Boys PE Weights Instructor, Conner Costello/Hardware Technician, Kiley Roskelley/JDPS 1 st Grade Teacher, Jazmine Waldron/JDPS Inclusion Aide, Lauren Shipley/JDPS Secretarial Aide, Jessica Ajeman/TES 5 th Grade Teacher, Jennifer Phillips/TES 4 th Grade Teacher, David Nunez/Bus Driver, Misty Whisman/TES 3 rd Grade Teacher, Michelle Ferrin/TES Principal, Alma Estrada/JDPS Inclusion Aide, John Garrett/Crossing Guard, Daron Goslin/General Maintenance, Brittney Sanchez/Custodian, Katelyn Cardon/TMS Inclusion Aide
Extra-Curricular:	SY 26/27	THS Girls B-Ball: Brandon Lunt/Head Coach, Megan Medina/JV Coach, Cassidy Quinlan/Freshman Coach, Glen Orr/Volunteer, Wayne Nelson/Volunteer
	SY 26/27	THS Boys B-Ball: Kyle Hull/Head Coach, Russell Carter/Coach, Chad Smith/Coach, Brandon Brandon Duncan/Volunteer, Nick Elkins/Volunteer
	SY 26/27	THS Boys Soccer: Isaac Rogers/Head Coach, Billy Farris/JV Coach, Shawn Nelson/Volunteer, KC Hobbs/Volunteer
	SY 26/27	THS Girls Soccer: Sara Bingham/Head Coach, Kailee Jacquez/JV Coach, Travis Smith/Volunteer
	SY 26/27 Wrestling	Girls & Boys: Brad Bigler/Head Coach, Tracy Dodson/Coach, Jason Bryce/Volunteer, Waldo Gutierrez/Volunteer, Gabriel Jaurigue/Volunteer
	SY 26/27 Spiritline:	Daisha Price/Assistant

SY 26/27

TMS Girls B-Ball: Leslie Locke/7th Grade, Crandall Aaron/8th Grade

SY 26/27

TMS Boys B-Ball: Brenin Angle/7th Grade, Luke Ochoa/8th Grade

SY 26/27

TMS Football: Stephen Walden/Coach, Luke Ochoa/Coach, Randy Conrad/Coach

SY 26/27

TMS Volleyball: Rhyanna Mennen/8th Grade

SY 26/27

TMS Robotics: Chris Carrell

SY 26/27

TMS Wrestling: Gabriel Jaurigue/Coach

THS Summer:

Ruth Young/Band, Mandy Muenchow/Spiritline, Dan Jones/Weights, Jenni Bryce, Kim Rhodes, Natasha Petersen, Machel Jones

Game Help:

Alma Estrada

Second by Dr. Debbie Chapman.

Discussion by J. Travis Smith to exclude himself from the vote regarding his volunteer status only.

Appreciation remarks by Superintendent Petersen and Dr. Gary Sorensen to Michelle Ferrin for her years of dedication to Thatcher Schools.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of THS Volleyball Fundraiser's

Motion by Dr. Debbie Chapman to approve the THS volleyball fundraisers.

Second by Susan Hancock.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of THS Basketball Camp

Motion by Dr. Debbie Chapman to approve the THS basketball fundraiser.

Second by Susan Hancock.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of Revised Expenditure Budget

Motion by Dr. Debbie Chapman to approve the revised expenditure budget.

Second by J. Travis Smith.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Roll-Call Vote: Dr. Debbie Chapman-yes, Susan Hancock-yes, J. Travis Smith-yes, Dr. Gary Sorensen-yes

Approval of 2% Salary Increase for SY 26/27

Motion by Susan Hancock to approve a 2% salary increase for administrative & support staff, classified staff and extra-curricular activity.

Second by Dr. Debbie Chapman.

Discussion by Superintendent Petersen giving clarification.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of Salary Schedules for SY 26/27

Motion by Susan Hancock to approve the salary schedules for administrative & support staff, classified salary schedule, extra-curricular activity and extra-duty salary schedules.

Second by Dr. Debbie Chapman.

Discussion by Superintendent Petersen giving clarification.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of Out of State Travel for FBLA National Convention to San Antonio, TX June 27, 2026- July 3, 2026

Motion by Dr. Debbie Chapman to approve the out of state travel for FBLA to travel to San Antonio, TX for the national convention on June 27, 2026-July 3, 2026.

Second by Susan Hancock.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Approval of Out of State Travel for FCCLA National Convention to Washington, DC July 4-11, 2026

Motion by Dr. Debbie Chapman to approve the out of state travel for FCCLA to travel to Washington, DC for the national convention on July 4, 2026-July 11, 2026.

Second by Susan Hancock.

Voted, passed, unanimous.

(Ayes: Dr. Debbie Chapman, Susan Hancock, J. Travis Smith, Dr. Gary Sorensen)

Information/Discussion of ASBA Policy Advisories 961-1046—FIRST READING—

Per Dr. Gary Sorensen, board to review the proposed policy advisories and be prepared for the second reading at June Governing Board meeting.

(*highlighted policies referenced-TUSD will be keeping or deleting rather than ASBA recommendation.

G CBD, GCC, GCCA, GCCB, GCCC, GCCG, GCD, GCGB-R, GCQE, GDQB*)

DELETED Policy GA — Personal Goals/Priority Objectives; Policy GB — General Personnel Policies; Policy GBA — Equal Employment Opportunity; Regulation GBA-R — Equal Employment Opportunity; Exhibit GBA-E — Equal Employment Opportunity; Policy GBAC — Indian Preference in Employment; **DELETED** Policy GBB — Staff Involvement in Decision Making; Policy GBEA — Staff Ethics; **NEW** Regulation GBEA-R Ethics and Code of Conduct; **NEW** Exhibit GBEA-E Ethics and Code of Conduct; Policy GBEAA — Staff Conflict of Interest; Exhibit GBEAA-E — Staff Conflict of Interest; **DELETED** Policy GBEB — Staff Conduct; **DELETED** Regulation GBEB-R — Staff Conduct; **DELETED** Exhibit GBEB-E — Staff Conduct; Policy GBEBB — Staff Conduct with Students; Policy GBEEC — Gifts to and Solicitations by Staff Members; 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; **DELETED** Policy GBECA — Nonmedical Use or Abuse of Drugs or Alcohol; **DELETED** Policy GBECB — Alcohol Use by Staff Members; Policy GBED — Smoking by Staff Members; Policy GBEF — Staff Use of Digital Communications and Electronic Devices; **DELETED** Policy GBEFA — Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle; **NEW** Policy GBGA — Health; **NEW** Regulation GBGA-RA — Health; **NEW** Regulation GBGA-RB — Health; **NEW** Exhibit GBGA-EA — Health; **NEW** Exhibit GBGA-EB — Health; **DELETED** Policy GBGB — Staff Personal Security and Safety; **DELETED** Regulation GBGB-R — Staff Personal Security and Safety; **DELETED** Policy GBGC — Employee Assistance; **DELETED** Exhibit GBGC-E — Employee Assistance; **DELETED** Policy GBGCA — Wellness Programs; **DELETED** Regulation GBGCA-R — Wellness Programs; **DELETED** Policy GBGCB — Staff Health and Safety; **DELETED** Exhibit GBGCB-E — Staff Health and Safety; Policy GBGD — Workers' Compensation; Regulation GBGD-R — Workers' Compensation; Exhibit GBGD-E — Workers' Compensation; Policy GBI — Staff Participation in Political Activities; Policy GBJ — Personnel Records and Files; **NEW** Regulation GBJ-R — Personnel Records and Files; **DELETED** Exhibit GBJ-E — Personnel Records and Files; 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 GBP — Prohibited Personnel Practices; **DELETED** Policy GCA — Professional Staff Positions; Policy GCB — Professional Staff Contracts and Compensation; Policy GCBA — Professional Staff Salary Schedules; **DELETED** Policy GCBC — Professional Staff Supplementary Pay Plans; **DELETED** Policy G CBD — Professional Staff Fringe Benefits; **DELETED** Policy GCC — Professional / Support Staff Leaves and Absences; 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; **DELETED** Policy GCCB — Professional / Support Staff Personal / Emergency / Religious Leave; **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; **DELETED** Policy GCCC — Professional / Support Staff Leaves of Absence without Pay (*Fewer than 50 Employees*); **DELETED** Policy GCCD — Professional / Support Staff Military / Legal Leave; **DELETED** Exhibit GCCD-E — Professional / Support Staff Military / Legal Leave; **DELETED**

Policy GCCE — Professional / Support Staff Conferences / Visitations / Workshops; **DELETED** Policy GCCF — Sabbatical Leave; **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; **DELETED** Policy GCCH — Professional / Support Staff Bereavement Leave; **DELETED** Policy GCD — Professional Staff Vacations and Holidays; 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 GCFC — Professional Staff Certification and Credentialing Requirements; Exhibit GCFC-E — Professional Staff Certification and Credentialing Requirements; **DELETED** Policy GCFE — Professional / Support Staff Hiring – Oath of Office; **DELETED** Exhibit GCFE-E — Professional / Support Staff Hiring – Oath of Office; Policy GCG — Time and Substitute Professional Staff Employment; **DELETED** Policy GCGB — Arrangements for Substitute Staff Members; **DELETED** Regulation GCGB-R — Arrangements for Substitute Staff Members; Policy GCH — Professional / Support Staff Orientation and Training; **DELETED** Policy GCI — Professional Staff Development; **DELETED** Policy GCJ — Professional Staff Probationary and Continuing Status; Policy GCK — Professional Staff Assignments and Transfers; **DELETED** Policy GCL — Professional Staff Schedules and Calendars; **DELETED** Policy GCMC — Professional Staff Meetings; Policy GCMF — Professional Staff Duties and Responsibilities; **NEW** Regulation GCMF-RA – Duties and Responsibilities; **NEW** Regulation GCMF-RB – Duties and Responsibilities; 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; **DELETED** Policy GCP — Professional Staff Promotions; Policy GCQA — Professional Staff Reduction in Force; Policy GCQC — Resignation of Professional Staff Members; **DELETED** Policy GCQE — Retirement of Professional / Support Staff Members; 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 GCR — Non-school Employment by Professional Staff Members; Policy GCRD — Tutoring for Pay; Policy GCS — Professional Research and Publishing; **DELETED** Policy GDA — Support Staff Positions; **DELETED** Policy GDB — Support Staff Contracts and Compensation; **DELETED** Policy GDBA — Support Staff Salary; **DELETED** Policy GDBC — Support Staff Supplementary Pay / Overtime; **DELETED** Policy GDBD — Support Staff Fringe Benefits; **DELETED** Policy GDCG — Support Staff Voluntary Transfer of Accrued Sick Leave; **DELETED** Regulation GDCG-R — Support Staff Voluntary Transfer of Accrued Sick Leave; **DELETED** Policy GDD — Support Staff Vacations and Holidays; **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; **DELETED** Policy GDF A — Support Staff Qualifications and Requirements; **DELETED** Exhibit GDF A-E — Support Staff Qualifications and Requirements; **DELETED** Policy GDG — Part-Time and Substitute Support Staff Employment; **DELETED** Policy GDJ — Support Staff Assignments and Transfers; **DELETED** Policy GDK — Support Staff Schedules and Calendars; **DELETED** Policy GDL — Support Staff Workload; **DELETED** Regulation GDL-R — Support Staff Workload; **DELETED** Policy GDLB — Support Staff Meetings; **DELETED** Policy GDN — Supervision of Support Staff Members; **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; **DELETED** Policy GDP — Support Staff Promotions and Reclassification; **DELETED** Policy GDQA — Support Staff Reduction in Force; **DELETED** Policy GDQB — Resignation of Support Staff Members; **DELETED** Policy GDQD — Discipline, Suspension, and Dismissal of Support Staff Members; **DELETED** Policy GDR — Non-school Employment by Support Staff Members; Policy ECAC — Vandalism and Reporting Suspected Crimes; Regulation ECAC-R — Vandalism and Reporting Suspected Crimes; Policy IHAL — Teaching About Religion

UPCOMING EVENTS/CALENDAR REVIEW/FUTURE AGENDA ITEMS

Baccalaureate:	May 17, 2026 @ 8:00 p.m.
Graduation:	May 22, 2026 @ 8:00 p.m. EAC John Mickelson Field
Diploma Presentation:	Dr. Gary Sorensen & Dr. Debbie Chapman
Next regularly scheduled board meeting:	June 9, 2026 @ 5:30 p.m. District Administrative Center 3490 West Main Street Thatcher, Arizona 85552

ADJOURNMENT

There being no further business to discuss, motion by Dr. Debbie Chapman to adjourn at 5:54 p.m.

Second by Susan Hancock.

Voted, passed, unanimous.

Dr. Gary Sorensen, President

Dr. Debbie Chapman, Clerk