

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

Tuesday, June 9, 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 5:31 p.m. All board members are present with the exception of board member J. Travis Smith. Pledge of allegiance led by Dr. Gary Sorensen.

Approval of the Agenda dated June 9, 2026

Motion by Kate McCluskey to approve the agenda as submitted.

Second by Dr. Debbie Chapman.

Voted, passed, unanimous.

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

Approval of the Meeting Minutes dated May 14, 2026

Motion by Kate McCluskey to approve the meeting minutes from May 14, 2026 as submitted.

Second by Dr. Debbie Chapman.

Voted, passed, unanimous.

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

Summary of Current Events & Activities

N/A

Call to the Public

N/A

Approval/Ratification of Financial Matters

Motion Dr. Debbie Chapman to approve/ratify payroll and expense vouchers dated (May 15, 2026 thru June 9, 2026).

Second by Kate McCluskey.

Voted, passed, unanimous.

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

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

Motion by Dr. Debbie Chapman to approve staff changes as submitted.

Classified:	Summer Hours:	Renee Layton, Chelsea Estes, Missy Windsor
Transfers:	SY 26/27	Princess Cabrera/Transfer for JDPS Instructional Aide to JDPS Preschool Inclusion Aide, Amber Mullenaux/Transfer from JDPS Instructional Aide to JDPS Preschool Inclusion Aide
Certified:	SY 26/27	Sadee Sherwood/JDPS 1 st Grade Teacher, Tanya McNeill/TES 4 th Grade Teacher, Michelle Ferrin/THS Math Teacher, Mary Ellen Quinnan/ TES 3 rd Grade Teacher, Christopher Nidiffer/TES 5 th Grade Teacher, Anthony Vincent/TES Principal
Resignations:		Province DeCrow/TES Inclusion Aide, Emma Green/TES Inclusion Aide, Brooklyn Armijo/TES Inclusion Aide, Pam Johnson/THS Inclusion Aide, Paola Badillo/TES 6 th Grade Teacher, Cole Innes/Mechanic
ESI Retirement:		Jamie Taylor/JDPS Kindergarten Teacher, Lisa Hatch/TES 4 th Grade Teacher
Extra-Curricular:	SY 26/27 THS Golf:	Luke Ochoa/Coach, Steve Carter/Volunteer, Dale Holladay/Volunteer, Ryan Conrad/Volunteer
	SY 26/27	

THS Baseball: Jace Howard/Coach, Stephen Walden/Coach, Ayrton Ruiz/Coach, Mark Lopeman/Volunteer, Brandon Duncan/Volunteer, Justin Echols/Volunteer, Randy Conrad/Volunteer

SY 26/27
THS Softball: Melinda Arbizo/Coach, Aneica Arbizo/Coach, Frank Perez/~~Volunteer Coach~~, Sara Bingham/Volunteer, Jesus Hernandez/Volunteer

SY 26/27
THS Tennis: Chris Cook/Boys Coach, Ashley Henrichsen/Girls Coach, Brandon Udall/Coach, Colton Cook/Volunteer, Dallin Cook/Volunteer, Matt Sampson/Volunteer

SY 26/27
THS Track: Eric Haller/Coach, Beth Green/Coach, Wesley Pena/Coach, Kody Taylor/Volunteer, Dan Jones/Volunteer, Ivan Brown/Volunteer, Jeff Brown/Volunteer

Second by Susan Hancock.

Discussion and appreciation remarks by Dr. Gary Sorensen of the new and continuing staff.

Superintendent Petersen gave clarification as to THS Softball, Frank Perez. He is an assisting coach not a volunteer. Discussion by Susan Hancock.

Voted, passed, unanimous.

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

Approval of School Fee's SY26/27

Motion by Susan Hancock to approve the school fees for TES, TMS and THS.

Second by Kate McCluskey.

Voted, passed, unanimous.

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

Photo of Anthony Vincent, family and Governing Board as he is the new Thatcher Elementary School Principal for SY26/27.

Approval of ASBA Policy Advisories 961-1046—SECOND READING—

Motion by Dr. Debbie Chapman to approve the policy advisories as submitted.

Second by Kate McCluskey.

Discussion by Superintendent Petersen to clarify the district will be adding a regulation to GCCA, GCCG and GCD to include our TUSD No. 4 verbiage in the policies.

Voted, passed, unanimous.

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

(*highlighted policies referenced-TUSD will be keeping or deleting rather than ASBA recommendation, GCCA, GCCG and GCD*)

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 GBEC — 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 GCBD — 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 GDFA — Support Staff Qualifications and Requirements; **DELETED** Exhibit GDFA-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

Approval of the Evaluation of Superintendent for Awarding Performance Pay and Renewal of Superintendent Contract July 2026-June 2029

(Pursuant to A.R.S. 38-431-03(A)(1) to discuss or consider the employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of Superintendent)

Motion by Dr. Debbie Chapman to adjourn into executive session.

Second by Kate McCluskey.

Dismissed into executive session at 5:40 p.m.

EXECUTIVE SESSION

Motion by Dr. Gary Sorensen to reconvene regular session at 6:24 p.m.

Second by Kate McCluskey.

Motion by Dr. Debbie Chapman to award performance pay to Superintendent Petersen.

Second by Kate McCluskey.

Voted, passed, unanimous.

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

Motion by Kate McCluskey to renew the contract of Superintendent Petersen for July 2026-June 2029.

Second by Dr. Debbie Chapman.

Voted, passed, unanimous.

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

UPCOMING EVENTS/CALENDAR REVIEW/FUTURE AGENDA ITEMS

Special Board Meeting: June 24, 2026 @ 7:00 a.m.

Next regularly scheduled board meeting: July 7, 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. Gary Sorensen to adjourn at 6:26 p.m.

Second by Dr. Debbie Chapman.

Voted, passed, unanimous.

Dr. Gary Sorensen, President

Dr. Debbie Chapman, Clerk