

**SUPERIOR UNIFIED SCHOOL DISTRICT #15**  
1500 W. Panther Drive, Superior, AZ 85173

**MINUTES OF SPECIAL GOVERNING BOARD MEETING**

**Date:** Friday, November 21, 2025  
**Time:** 3:00 P.M.  
**Location:** 1500 W. Panther Drive, Suite 101, Superior, AZ 85173, Room 106

**AGENDA**

**Call to Order**

- a. In Attendance: 3:00pm
  - Jessie Arroyos Present via telephone
  - Nick Cruz Present
  - Monica Denogean Present
  - Henry Gutierrez Present
  - Martin Navarrette Present via telephone
- b. Pledge of Allegiance
- c. Approval of Agenda  
Board member Cruz motioned to approve the agenda as presented. Board member Cruz seconded the motion. All in favor 5-0, motion carried.
- d. CALL TO THE PUBLIC  
No request received.

**1. PRESENTATION BY ARIZONA SCHOOL BOARD'S ASSOCIATION**

Julie Bacon, Director of Leadership Development for ASBA former governing board member and served 3 terms in Paradise Valley Unified School District Board have also done two Superintendent searches during that time. She explains the current challenges in Superintendent searches, noting fewer applicants than in the past.

**Action Items**

- 2. a. The Governing Board and Arizona School Boards Association will discuss and may consider the parameters of the new Superintendent Search.  
Board member Gutierrez motioned to approve the parameters of the new Superintendent Search. Board member Cruz seconded the motion. All in favor 5-0, motion carried.
- b. The Governing Board will discuss and may consider the Scope of Services and Timeline that Arizona School Board's Association will provide during the new Superintendent Search.  
Board member Cruz motioned to approve the Scope of Services and Timeline that ASBA will provide during the new Superintendent search. Board member Gutierrez seconded the motion. All in favor 5-0, motion carried.
- c. The Governing Board will discuss and may consider and develop specific plans and consider the extent of stakeholder involvement that may be included in the search process for a new District Superintendent.  
Board member Cruz motioned to approve the specific plans and consider the extent of stakeholder involvement that may be included in the search process for new District Superintendent. Board member Gutierrez seconded the motion. All in favor 5-0, motion carried.
- d. The Governing Board will review and may consider approval of the use of an Arizona School Boards Association community e-survey to be used to collect community thoughts related to the position of District Superintendent.

Board member Cruz motioned to move items 2d to December 3, 2025 meeting. Board Gutierrez seconded the motion. All in favor 5-0, motion carried.

e. The Governing Board will discuss the components of a position advertising document and may consider approval to direct the Arizona School Boards Association to construct and publish an advertising document related to the position of District Superintendent.

f. The Governing Board to review, discuss, and may consider approval of the 2025 Superintendent Search Application and Additional Narrative Questions.

Board member Cruz motioned to move items 2e-f to January 7, 2026 meeting. Board member Gutierrez seconded the motion. All in favor 5-0, motion carried.

g. The Governing Board and Arizona School Boards Association will discuss the position of interim Superintendent.

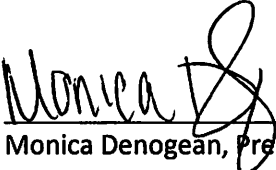
Six potential interim candidates have been identified, with the interim period lasting until June 30<sup>th</sup> or until a permanent candidate is found and beginning January 1, 2026. Key information needed from the board includes salary expectations, housing allowances, and whether interim superintendent would also serve as elementary school principal. The current superintendent's salary and benefits are discussed, revealing a compensation package of around \$90,000, which is considered below average for similar positions. Board recommends the Superintendent and attorney speak with high school principal regarding taking on interim Superintendent.

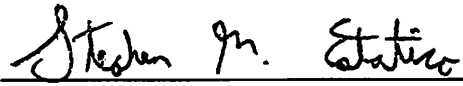
3. **ADJOURNMENT**

Board member Cruz motioned to adjourn the meeting. Board member Gutierrez seconded the motion. All in favor 5-0, motion carried. Meeting adjourned at 4:46pm.

**CERTIFICATION OF MINUTES:**

I, by signing below, certify that these are the Official Minutes of the Superior USD #15 Governing Board Meeting held November 21, 2025, as approved at a legally noticed Superior USD #15 Governing Board Meeting held on December 3, 2025.

  
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Monica Denogean, President

  
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Stephen Estatico, Superintendent