

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

**MINUTES OF GOVERNING BOARD WORK SESSION**

**Date:** Wednesday, September 3, 2025  
**Time:** 5:00 P.M.  
**Location:** 1500 W. Panther Drive, Suite 101, Superior, AZ 85173, Room 106

**WORK SESSION AGENDA**

**Call to Order**

a. In Attendance:

Nick Cruz	Present
Monica Denogean	Present
Henry Gutierrez	Present
Martin Navarrette	Present

b. Pledge of Allegiance

c. Approval of Agenda

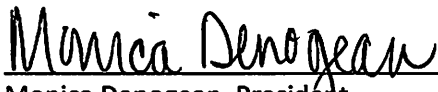
Board member Cruz motioned to approve work session agenda as presented. Board member Navarrette seconded the motion. All in favor 4-0, motion carried.

1. Discussion: **SUPERINTENDENT'S EVALUATION TOOL**

- Reviewed Superintendent evaluation tool options and templates
- Agreed to use a 1-4 scoring system for evaluations, focusing on evidence-based assessment.
- Discussed the importance of aligning goals and responsibilities with district policy.
- No final approval on the evaluation tool template was conducted; further feedback and edits to be collected before next meeting.
- Mr. Estatico made a statement regarding his future employment.

**CERTIFICATION OF MINUTES:**

I, by signing below, certify that these are the Official Minutes of the Superior USD #15 Governing Board Work Session Meeting held September 3, 2025, as approved at a legally noticed Superior USD #15 Governing Board Meeting held on October 1, 2025.

  
\_\_\_\_\_  
Monica Denogean, President

  
\_\_\_\_\_  
Stephen Estatico, Superintendent

1. It is good to go through this process. I appreciate President Denogean for doing the research and putting this together.
2. However, it doesn't make sense to me to continue the process if you are not going to rehire me. When I say rehire, I mean through ESI which is an agency that hires retirees from ASRS to work in schools. The District would have to pay my salary but not my benefits. I would also ask for at least 2 years.
3. If we can't agree to that, then let's not continue the evaluation. Honestly, if you don't rehire me, do you think I would care about the evaluation? Or the 16 goals you decided upon without my input?
4. The Board should make a decision on or before the November meeting. This will give the Board adequate time to find a new Supt/Principal/Special Education Director/504 Coordinator/Homeless/Foster Care Liaison, and Compliance Officer.
5. If this Board does decide not to rehire me, I would respectfully request, if the opportunity arose to be let out of my contract. This would only happen if I was offered another position. I have put in a lot of work in Superior. I have made a lot of changes. I will always be a Panther. However, I have been falsely accused of mismanaging money, and a whole lot of other things by members of this Board, previous boards, community, and town government. Because I have seen and my staff has seen first hand the actions against me, I believe my request is more than justifiable.