

**PLEASE POST**  
**CAREER DEVELOPMENT, INC. EXECUTIVE BOARD**  
**BOARD NOTICE AND AGENDA**  
**REGULAR MEETING**

**April 9, 2026**  
**Public Access (Virtual and Physical): 4:55 p.m.**  
**Meeting Begins: 5:00 p.m.**  
**1300 Centennial Drive, Taylor AZ 85939**  
**PASS Room**

NAA CDI is inviting you to a scheduled Zoom meeting.

Topic: Monthly Board Meeting  
Time: April 9, 2026 05:00 PM Arizona

Join Zoom Meeting  
<https://zoom.us/j/95083809431?pwd=pkwmCIGIEntYjrUSxdklaSEoyxgN9x.1>

Meeting ID: 950 8380 9431  
Passcode: qqBWH4

Pursuant to ARS 38-431.02, notice is hereby given to members of the Career Development, Inc., Executive Board and to the General Public that the Board will hold a meeting open to the public on Thursday, March 12, 2026 beginning at 5:00 pm at 1300 Centennial Drive Taylor, AZ 85939.

Board Members may attend either in person or remotely. A speaker phone may be used so that the audience can listen to the Board member(s) discussion, deliberations and vote.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time.

Pursuant to A.R.S. 38-431.03.A.3, the Board may vote to convene an executive session for discussion or consultation for legal advice with its attorney(s) on any matter listed on the Agenda. The attorney(s) may appear in person or telephonically.

The Meeting Agenda and agenda background material provided to Board members (with the exception of material relating to possible executive sessions) is available for public inspection 24 hours in advance of the meeting at the Northern Arizona Academy for Career Development Inc. Administrative Office, located at 1300 N. Centennial Blvd., Taylor, Arizona, Monday through Friday, 8:00 a.m. to 4:00 p.m.,

Individuals requiring an interpreter or persons with a disability may request a reasonable accommodation, such a sign language interpreter, by contacting the Northern Arizona Academy Director at (928) 536-3920 or [billing@naacharter.org](mailto:billing@naacharter.org) at least 48 hours prior to the meeting so that the requested support can be arranged.

1. **Call to Order**
2. **Roll Call**
3. **Welcome and Introductions**
4. **Pledge of Allegiance**
5. **Reading of Mission**

Northern Arizona Academy’s mission is to create an alternative learning environment for youth requiring additional structure and support to achieve academic, social and practical skills that sustain productive, successful and healthy lives.

**6. Adoption of Agenda**

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
 Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
 Nay: \_\_\_\_\_  
 Abstain: \_\_\_\_\_

**7. Consent Agenda**

The Board may approve or disapprove all Consent Agenda items in a single vote. However, any matter on the Consent Agenda may be removed from the Consent Agenda and discussed as a regular agenda item upon the request of any Board member.

- A. Payroll Reports
- B. Accounts Payable Reports
- C. Vacation Liabilities
- D. Payroll Action Forms
- E. Board Meeting Minutes

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
 Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
 Nay: \_\_\_\_\_  
 Abstain: \_\_\_\_\_

**8. Call to the Public**

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Board members are not permitted to discuss or take legal action on matters raised during Call to the Public unless the matters are properly noticed for discussion and legal action. However, the law permits Board members to do the following at the conclusion of the 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 put on a future agenda.

Speakers must fill out a card listing name and topic and submit it to the Board Secretary prior to the time Call to the Public is heard. Speakers must make their comments in no more than three (3) minutes. If necessary to accommodate all speakers within the 30-minute overall limit, the Board President may shorten each speaker’s time.

**9. Business: Action Items**

**9.1 Monthly Financial Report:** The Board may examine the Monthly Financial Report. The Board may approve, approve with revisions or disapprove the Monthly Financial Report. **This item must be put to a roll call vote.**

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.2 Collections Repayment:** The Board may be presented with the options for repayment on a Konica Minolta account that is in collections due to non-payment of invoices from 2020-2023. The Board may approve, approve with revisions, or disapprove this action as presented.

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.3 Policy 3200:** The Board may be presented with the Proposed Revision of Policy 3200: Teacher Evaluation and Training. The Board may approve, approve with revisions, or disapprove this action as presented.

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.4 Employee Policies and Procedures:** The Board may be presented with proposed revisions to the Employee Policies and Procedures Manual (No. 010, 810, 812, 340). The Board may approve or disapprove this action as presented.

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.5 FY27 CSF Plan:** The Board may be presented with the FY27 CSF Plan, having received an affirmative vote of at least seventy percent of the teachers eligible to participate in the plan. The Board may approve, approve with revisions, or disapprove this action as presented.

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.6 Annual Meeting:** The proposed date and time for the 2026 Executive Board Annual Meeting is June 18, 2026 at 4 p.m. The Board may approve, approve with revisions or disapprove this action as presented.

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_ Abstain: \_\_\_\_\_

**9.7 Executive Session: Executive Session:** The Board may hold an Executive Session to discuss the FY27 salary of the Executive Director.

Upon a public majority vote of the members constituting a quorum, a public body may hold an executive session but only for the following purposes:

3. Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting.

The minutes of and discussions that take place during an executive session are confidential under A.R.S. § 38-431.03(B) and may not be disclosed to anyone except the following people:

1. Any member of the public body, regardless of whether he or she attended the executive session. A.R.S. § 38-431.03(B)(1); *Picture Rocks Fire Dist. v. Updike*, 145 Ariz. 79, 81, 699 P.2d 1310, 1312 (App. 1985).
2. Any officer, appointee, or employee who was the subject of discussion at an executive session authorized by A.R.S. § 38-431.03(A)(1) may see those portions of the minutes directly pertaining to them. A.R.S. § 38-431.03(B)(2); see Section 7.9.4.
3. Staff personnel, to the extent necessary for them to prepare and maintain the minutes of the executive session.

The discussion or consideration of employment, assignment, appointment, promotion, demotion, salaries, discipline, resignation, or dismissal of a public officer, appointee, or employee of a public body may take place in an executive session. A.R.S. § 38-431.03(A)(1);

4. The attorney for the public body, to the extent necessary for the attorney to represent the public body.
5. The Auditor General in connection with the lawful performance of its duty to audit the finances or performance of the public body. A.R.S. § 38-431.03(B)(3); Ariz. Att'y Gen. Op. 179-130.
6. The Attorney General or County Attorney when investigating alleged violations of the Open Meeting Law. A.R.S. § 38-431.03(B)(4).
7. The court, for purposes of a confidential inspection where an open meeting violation has been alleged. A.R.S. § 38-431.07(C).

Motion to enter Executive Session by \_\_\_\_\_ Second by \_\_\_\_\_  
Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_  
Abstain: \_\_\_\_\_

Motion regarding during the Executive Session.

By \_\_\_\_\_ Second by \_\_\_\_\_  
Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]

Nay: \_\_\_\_\_  
Abstain: \_\_\_\_\_

**10. Reports and Information Only Items**

Voting and discussions shall not occur on reports and information only topics. The Board may identify items to be placed on future agendas during the reports or request a staff member research a matter.

10.01 Campus Update: The Board may be presented with an update on the campus by Joshua Lagesse. The Board may schedule action for a later meeting based on the documentation provided.

10.02 Non-Profit Update: The Board may be presented with an update on Non-Profit matters by Nichole Sellers. The Board may schedule action for a later meeting based on the documentation provided.

**11. Business: Discussion Topics**

Voting shall not occur on discussion topics. The Board may identify items to be placed on future agendas during the discussion or request a staff member research a matter.

11.01 Board Calendar and Budget: The Board may discuss upcoming Board events and receive updates about past and future expenditures related to the Board budget.

11.02 Employee Insurance: The Board may discuss and offer input on alternative options for employee health insurance, including a stipend or QSEHRA. The Board may also discuss supplemental insurance options and review quotes.

**12. Future Meeting Dates and Items for Future Agendas:** The Board may discuss future dates for meetings and direct staff to place matters on future Board meeting agendas.

**13. Board Signatures**

Board members may be provided items requiring Board signature.

**14. Adjournment**

Motion by \_\_\_\_\_ Second by \_\_\_\_\_ Final Resolution: \_\_\_\_\_  
Yea: \_\_\_\_\_ [note names of each Board member for each type of vote]  
Nay: \_\_\_\_\_  
Abstain: \_\_\_\_\_

**Posted this \_\_\_\_\_ day of \_\_\_\_\_, 2026 by \_\_\_\_\_**