

NOTICE OF PUBLIC MEETING  
**HACKBERRY ELEMENTARY SCHOOL DISTRICT #3**  
**GOVERNING BOARD SPECIAL MEETING**  
**CEDAR HILLS SCHOOL 9501 NELLIE DR. KINGMAN, AZ. 86401**  
**Monday, June 22, 2026 @ 9:00 AM**

Pursuant to A.R.S. 38-431.02, notice is hereby given to the members of the Governing Board of Hackberry Elementary School District #3, and to the general public that the Board will hold a meeting open to the public on **Monday, June 22, 2026 @ 9:00 AM**. The meeting will be held in the **Hackberry Elementary School District #3** boardroom, located at **9501 Nellie Dr., Kingman, AZ. 86401**. Pursuant to the Americans with Disabilities Act (ADA) Hackberry Elementary School District #3 endeavors to ensure the accessibility of all its programs, facilities, and services to all persons with disabilities. If you need accommodations for this meeting, please contact the Cedar Hills School front office at (928) 692-0013 at least 24 hours prior to the scheduled time. When necessary, the Board may vote to hold an Executive Session, which shall not be open to the public, for discussion and consultation for legal advice regarding any of the agenda items (A.R.S. 38-431.03(A)(3), to discuss personnel matters (A.R.S. 38-431.03(A)(1), records exempt by law from public inspection (A.R.S. 38-431.03(A)(2), or for legal advice and consultation regarding pending or contemplated litigation (A.R.S. 38-431.03(A)(4). The agenda for the meeting will be posted **June 18, 2026**, as follows.

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**Agent of the Governing Board, Christina Ramirez, Superintendent/Principal**

**SPECIAL BOARD MEETING AGENDA:**

**I. Opening Items**

**A. Call to Order**

**B. Roll Call**

**C. Pledge of Allegiance**

**D. Moment of Silence**

**E. Call the Audience**

1. Open

Open Call to the Public: Members of the public may address the Governing Board on any topic for up to 3 minutes. Time may be extended through one person yielding their time to speaker. By law the Board cannot respond. However, the topic may be added to the agenda of a future meeting. Visitors must complete the form and give it to the clerk prior to the start of the meeting.

2. Limited to the agenda items only

Limited Call to the Public: Members of the public may address the Board on any specific agenda item(s) for up to 3 minutes Time may be extended through one person yielding their time to the speaker. Visitors must Complete the form and give it to the clerk prior to the start of the meeting.

**F. Approval of the Special Board Agenda**

**II. Reports**

A. Business Manager

B. School Board

C. Administrator

**III. Consent Agenda**

*Consent Agenda – All those items listed below may be enacted by one motion and approved as consent agenda items. Any item may be removed from the consent agenda and considered separately if a member of the governing board requests.*

A. Approval of the

B. Approval of the

- C. Approval of Donation List
- D. Approval of Accounts Payable Vouchers
- E. Approval of Payroll Vouchers

**IV. Old Business**

- A. Discussion and possible action of the presentation of the High School -update

**V. New Business**

- A. Discussion and possible action of the 1<sup>st</sup> Read of Advisory Policies 961-1046

- Policy Advisory No. 961 ..... **DELETED** Policy GA — Personal Goals /Priority Objectives
- Policy Advisory No. 962 ..... Policy GB — General Personnel Policies
- Policy Advisory No. 963 .....Policy GBA — Equal Employment Opportunity  
Regulation GBA-R — Equal Employment Opportunity  
Exhibit GBA-E — Equal Employment Opportunity
- Policy Advisory No. 964 ..... Policy GBAC — Indian Preference in Employment
- Policy Advisory No. 965 .....**DELETED** Policy GBB — Staff Involvement in Decision Making
- Policy Advisory No. 966 .....Policy GBEA — Staff Ethics  
**NEW** Regulation GBEA-R Ethics and Code of Conduct  
**NEW** Exhibit GBEA-E Ethics and Code of Conduct
- Policy Advisory No. 967 ..... Policy GBEEA — Staff Conflict of Interest  
Exhibit GBEEA-E — Staff Conflict of Interest
- Policy Advisory No. 968 .....**DELETED** Policy GBEB — Staff Conduct  
**DELETED** Regulation GBEB-R — Staff Conduct  
**DELETED** Exhibit GBEB-E — Staff Conduct
- Policy Advisory No. 969 ..... Policy GBEBB — Staff Conduct with Students
- Policy Advisory No. 970 .....Policy GBEEBC — Gifts to and Solicitations by Staff Members
- Policy Advisory No. 971 .....Policy GBEEC — Drug - Free Workplace  
**NEW** Regulation GBEEC-R — Drug - Free Workplace  
Exhibit GBEEC-EA — Drug - Free Workplace  
**DELETED** Exhibit GBEEC-EB — Drug - Free Workplace
- Policy Advisory No. 972 ..**DELETED** Policy GBEECA — Nonmedical Use or Abuse of Drugs or Alcohol
- Policy Advisory No. 973 **DELETED** Policy GBEECB — Alcohol Use by Staff Members

Policy Advisory No. 974 ..... Policy GBED — Smoking by Staff Members

Policy Advisory No. 975 .....Policy GBEF — Staff Use of Digital Communications and Electronic Devices

Policy Advisory No. 976 **DELETED** Policy GBEFA — Staff Use of Digital Wireless Communications or Electronic Devices While Operating a Motor Vehicle

Policy Advisory No. 977 .....**NEW** Policy GBGA — Health  
**NEW** Regulation GBGA-RA — Health  
**NEW** Regulation GBGA-RB —Health  
**NEW** Exhibit GBGA-EA — Health  
**NEW** Exhibit GBGA-EB — Health

Policy Advisory No. 978 .....**DELETED** Policy GBGB — Staff Personal Security and Safety  
**DELETED** Regulation GBGB-R — Staff Personal Security and Safety

Policy Advisory No. 979 ..... **DELETED** Policy GBGC — Employee Assistance  
**DELETED** Exhibit GBGC-E — Employee Assistance

Policy Advisory No. 980 .....**DELETED** Policy GBGCA — Wellness Programs  
**DELETED** Regulation GBGCA-R — Wellness Programs

Policy Advisory No. 981 .....**DELETED** Policy GBGCB — Staff Health and Safety  
**DELETED** Exhibit GBGCB-E — Staff Health and Safety

Policy Advisory No. 982 .....Policy GBGD — Workers’ Compensation  
Regulation GBGD-R — Workers’ Compensation  
Exhibit GBGD-E — Workers’ Compensation

Policy Advisory No. 983 .....Policy GBI — Staff Participation in Political Activities

Policy Advisory No. 984 .....Policy GBJ — Personnel Records and Files  
**NEW** Regulation GBJ-R —Personnel Records and Files  
**DELETED** Exhibit GBJ-E — Personnel Records and Files

Policy Advisory No. 985 .....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 Advisory No. 986 .....Policy GBP — Prohibited Personnel Practices

- Policy Advisory No. 987 .....**DELETED** Policy GCA — Professional Staff Positions
- Policy Advisory No. 988 .....Policy GCB — Professional Staff Contracts and Compensation
- Policy Advisory No. 989 .....Policy GCBA — Professional Staff Salary Schedules
- Policy Advisory No. 990 .....**DELETED** Policy GCBC — Professional Staff  
Supplementary Pay Plans
- Policy Advisory No. 991 .....**DELETED** Policy GCBD — Professional Staff  
Fringe Benefits
- Policy Advisory No. 992 .....**DELETED** Policy GCC — Professional / Support Staff Leaves and Absences
- Policy Advisory No. 993 .....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
- Policy Advisory No. 994 ...**DELETED** Policy GCCB — Professional / Support Staff Personal / Emergency / Religious Leave
- Policy Advisory No. 995 ...**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
- Policy Advisory No. 996 ...**DELETED** Policy GCCC — Professional / Support Staff Leaves of Absence without Pay (Fewer than 50 Employees)

Policy Advisory No. 997 ...**DELETED** Policy GCCD — Professional / Support Staff  
Military / Legal Leave  
**DELETED** Exhibit GCCD-E — Professional / Support Staff  
Military / Legal Leave

Policy Advisory No. 998 ...**DELETED** Policy GCCE — Professional / Support Staff  
Conferences / Visitations / Workshops

Policy Advisory No. 999 .....**DELETED** Policy GCCF — Sabbatical Leave

Policy Advisory No. 1000 **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

Policy Advisory No. 1001 **DELETED** Policy GCCH — Professional / Support Staff  
Bereavement Leave

Policy Advisory No. 1002 ..**DELETED** Policy GCD — Professional Staff Vacations  
and Holidays

Policy Advisory No. 1003 .....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 Advisory No. 1004 ..... Policy GCFC — Professional Staff Certification  
and Credentialing Requirements  
Exhibit GCFC-E — Professional Staff Certification  
and Credentialing Requirements

Policy Advisory No. 1005 **DELETED** Policy GCFE — Professional / Support Staff  
Hiring – Oath of Office  
**DELETED** Exhibit GCFE-E — Professional / Support Staff  
Hiring – Oath of Office

Policy Advisory No. 1006 .....Policy GCG — Time and Substitute Professional  
Staff Employment

Policy Advisory No. 1007 **DELETED** Policy GCGB — Arrangements for Substitute  
Staff Members  
**DELETED** Regulation GCGB-R — Arrangements for Substitute  
Staff Members

- Policy Advisory No. 1008 .....Policy GCH — Professional / Support Staff  
Orientation and Training
- Policy Advisory No. 1009 **DELETED** Policy GCI - Professional Staff Development
- Policy Advisory No. 1010 **DELETED** Policy GCJ — Professional Staff  
Probationary and Continuing Status
- Policy Advisory No. 1011 ..... Policy GCK — Professional Staff Assignments  
and Transfers
- Policy Advisory No. 1012 ..**DELETED** Policy GCL — Professional Staff Schedules  
and Calendars
- Policy Advisory No. 1013 **DELETED** Policy GCMC — Professional Staff Meetings
- Policy Advisory No. 1014 .....Policy GCMF — Professional Staff Duties  
and Responsibilities  
**NEW** Regulation GCMF-RA – Duties and Responsibilities  
**NEW** Regulation GCMF-RB – Duties and Responsibilities
- Policy Advisory No. 1015 .....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
- Policy Advisory No. 1016 **DELETED** Policy GCP — Professional Staff Promotions
- Policy Advisory No. 1017 .....Policy GCQA — Professional Staff  
Reduction in Force
- Policy Advisory No. 1018 .....Policy GCQC — Resignation of Professional  
Staff Members
- Policy Advisory No. 1019 **DELETED** Policy GCQE — Retirement of Professional /  
Support Staff Members
- Policy Advisory No. 1020 .....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 Advisory No. 1021 .....Policy GCR — Nonschool Employment by  
Professional Staff Members
- Policy Advisory No. 1022 .....Policy GCRD — Tutoring for Pay

Policy Advisory No. 1023 .....Policy GCS — Professional Research and Publishing

Policy Advisory No. 1024 .....**DELETED** Policy GDA — Support Staff Positions

Policy Advisory No. 1025 .....**DELETED** Policy GDB — Support Staff Contracts  
and Compensation

Policy Advisory No. 1026 .....**DELETED** Policy GDBA — Support Staff Salary

Policy Advisory No. 1027 **DELETED** Policy GDBC — Support Staff  
Supplementary Pay / Overtime

Policy Advisory No. 1028 **DELETED** Policy GDBD - Support Staff Fringe Benefits

Policy Advisory No. 1029 ..... **DELETED** Policy GDCG — Support Staff Voluntary  
Transfer of Accrued Sick Leave  
**DELETED** Regulation GDCG-R — Support Staff Voluntary Transfer  
of Accrued Sick Leave

Policy Advisory No. 1030 .....**DELETED** Policy GDD — Support Staff Vacations  
and Holidays

Policy Advisory No. 1031 .....**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

Policy Advisory No. 1032 **DELETED** Policy GDFA — Support Staff Qualifications  
and Requirements  
**DELETED** Exhibit GDFA-E — Support Staff Qualifications  
and Requirements

Policy Advisory No. 1033 .....**DELETED** Policy GDG — Part-Time and Substitute  
Support Staff Employment

Policy Advisory No. 1034 .... **DELETED** Policy GDJ — Support Staff Assignments  
and Transfers

Policy Advisory No. 1035 .....**DELETED** Policy GDK — Support Staff Schedules  
and Calendars

Policy Advisory No. 1036 .....**DELETED** Policy GDL — Support Staff Workload  
**DELETED** Regulation GDL-R — Support Staff Workload

Policy Advisory No. 1037 .....**DELETED** Policy GDLB — Support Staff Meetings

- Policy Advisory No. 1038 .....**DELETED** Policy GDN — Supervision of Support Staff Members
- Policy Advisory No. 1039 .....**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
- Policy Advisory No. 1040 .....**DELETED** Policy GDP — Support Staff Promotions and Reclassification
- Policy Advisory No. 1041 .....**DELETED** Policy GDQA — Support Staff Reduction In Force
- Policy Advisory No. 1042 .....**DELETED** Policy GDQB — Resignation of Support Staff Members
- Policy Advisory No. 1043 **DELETED** Policy GDQD — Discipline, Suspension, and Dismissal of Support Staff Members
- Policy Advisory No. 1044 ....**DELETED** Policy GDR — Nonschool Employment by Support Staff Members
- Policy Advisory No. 1045 ...Policy ECAC — Vandalism and Reporting Suspected Crimes  
Regulation ECAC-R — Vandalism and Reporting Suspected Crimes
- Policy Advisory No. 1046 .....Policy IHAL — Teaching About Religion

**Announcements**

- A. Input of items for next board meeting -please email Christina Ramirez, [cramirez@hesd.net](mailto:cramirez@hesd.net)

\*\*\* Requests must be made five (5) business days prior to the creating of the Agenda\*\*\*

**Adjournment**

Scheduled Future Meetings:

July 14, 2026

The agenda will be posted on the bulletin board outside of the District Office and our District Website [www.hesd.net](http://www.hesd.net)  
CERTIFICATION OF POSTING OF NOTICE OF A REGULAR MEETING OF THE HACKBERRY ELEMENTARY SCHOOL DISTRICT#3 GOVERNING BOARD The undersigned hereby certifies that a copy of the attached notice was duly posted at the Hackberry Elementary School District Office, 9501 Nellie Drive Kingman Az 86401 on June 4, 2026.