

**MINUTES OF THE JOINT STUDY SESSION OF THE SHOW LOW CITY COUNCIL  
HELD ON THURSDAY, JUNE 19, 2025, AT 6:00 PM IN THE CITY COUNCIL  
CHAMBERS, 181 NORTH 9TH STREET, SHOW LOW, NAVAJO COUNTY, ARIZONA**

1. Call to Order.

Mayor Leech called the meeting to order at 6:00 p.m.

2. Roll Call.

**COUNCIL MEMBERS PRESENT:** Mayor John Leech, Jr., Vice Mayor Connie Kakavas, Councilman Brandt Clark, Councilman Brent Hatch, Councilman Bryce Judd, and Councilman Derik Whipple.

**COUNCIL MEMBERS ABSENT:** Councilman Jon Adams.

**SHOW LOW UNIFIED SCHOOL DISTRICT BOARD MEMBERS PRESENT:** President John Larsen and Board member Kelly Boyer.

**SHOW LOW UNIFIED SCHOOL DISTRICT BOARD MEMBERS ABSENT:** Vice President Paul Wyatt, Board member Stacey Anderson, and Board member Angela Campbell.

**CITY STAFF PRESENT:** Morgan Brown, City Manager; Anna Atencio, City Attorney; Justin Johnson, Deputy City Manager; Mike Mariscal, Community Services Director; Justen Tregaskes, Planning and Zoning Director; Brad Provost, Police Chief; Greg Westover, Police Commander; Alivia Matkin, Police Officer; Shane Hemesath, City Engineer; and Rachael Hall, City Clerk.

**SCHOOL DISTRICT STAFF PRESENT:** Dr. Joe Farnsworth, Superintendent, Shalee Davis, Business Manager, and Kortney Payne, Administrative Assistant to the Superintendent and Governing Board.

**GUESTS:** None.

3. Invocation.

Councilman Clark gave the invocation.

4. Pledge of Allegiance.

Mayor Leech led the Council and audience in the pledge of allegiance.

5. Discussion Items:

A. Review of Intergovernmental Agreement(s) Between the City of Show Low

and the Show Low Unified School District

Ms. Atencio gave an overview and history regarding the intergovernmental agreement (IGA) between the City and School District. The first IGA was signed in 1973, followed by approximately 14 subsequent agreements. Previous IGAs involved the City paying for utilities for ball fields and field lights, and sharing driver education costs. The current IGA, entered in 2020 and amended/renewed in 2021, aimed to maximize recreational and training opportunities, provide for school resource officers, and covered shared facilities at no cost between parties, with priority booking for the City.

Ms. Atencio said the IGA details shared use of facilities, including the City's aquatic center, parks, ball fields, Council Chambers, and broadcasting of School Board meetings. The City provided parking lot maintenance (approximately \$15,000/year) and covered minor building permit fees. The IGA also provided for splitting public safety or driver's education costs. The School District provided recreational fields and training areas to the City at no cost, which were utilized for events like the Fourth of July Freedom Fest.

Ms. Atencio said the current IGA would expire in 2026, and staff proposed an amendment for the new IGA regarding media equipment transfer. She said Show Low TV staff had been in contact with the High School Media Department regarding transferring media equipment and providing instruction to the students. In return, the High School students, under the supervision of their instructor, would attend some City events and take photos and videos that the City would be able to use. This could help students explore career paths and learn how to properly use the equipment.

Mr. Hemesath said annual coordination of parking lot maintenance and/or improvement projects was conducted, with options provided to the School District for selection. Projects, such as work at the auditorium or slurry seal at Nikolaus Homestead, were scheduled during fall break, spring break, or summer when facilities were less occupied, with slurry projects specifically requiring summer completion.

Councilman Judd suggested the parking lot at the High School soccer fields for the next parking lot project. Dr. Farnsworth said that project was on the list to be considered.

#### B. Other Areas of Partnership

Mr. Brown said there were other areas and programs of partnership between the City and School District. He listed some programs such as Kids ROCK, Aquatics Center, Annual Tree Planting, Special Projects, Youth Council, and Driver's Education.

Ms. Hall gave an overview of the Kids ROCK program. She said the City Clerk's office launched this program over 20 years ago for the third graders at the Show Low Primary School. It was designed to teach the students about City government and give them an overview about the different departments in the City. The City held classroom presentations at the School, and students were able to travel to different areas of the City such as the Show Low Regional Airport, Fire District, Police Department, Show Low TV, Public Works Yard, etc. The program ended with a poster contest with the winners being recognized at a City Council meeting. Staff really enjoyed this program and the students seemed to like hearing about the different departments and visiting different City facilities.

Mr. Mariscal gave an overview of the Aquatic Center, Annual Tree Planting Day, and Student Government Day. He said in May, various grades and classes visited the Aquatic Center for end-of-year celebrations for a few hours each. He said in April, the City celebrated Arbor Day and helped the fourth grade classes plant a tree. In years past, the tree was planted at Nikolaus Elementary School, but last year they partnered and replaced a tree at the park. He said Student Government Day was a day that students from the High School shadowed City staff to learn about various jobs at the City. Some students would then participate in a City Council meeting and conduct the meeting on behalf of the Council. The students also attend the Annual Youth Conference hosted by the League of Arizona Cities and Towns to learn more about local government operations.

C. Parking and Pickup at Nikolaus Homestead Elementary

Chief Provost and Officer Matkin discussed safety concerns regarding parent pickup/drop-off at Nikolaus Homestead Elementary School. Issues included parents backing up traffic in the middle of the road, unloading students in the middle of crosswalks, and children running into traffic, forcing teachers to act as traffic cops. The situation was worse at the end of the day, requiring staff presence at least 30 minutes before dismissal. Despite ample parking at the City Campus Gym across the street, parents often avoided walking.

Chief Provost said the Police Department's recommendation was to remove existing parking areas and install removable posts to prevent parking while allowing access for service vehicles.

Dr. Farnsworth asked for the City's help with finding the correct removable posts and said the School District would work on purchasing and installing the posts.

D. Show Low Promise Scholarship Program for Graduating Seniors

Mr. Brown gave a brief overview of a proposed scholarship program called

the "Show Low Promise Scholarship Program" for graduating seniors. He said a similar scholarship program was being done in Pinal County where high school graduates who then attended the local Central Arizona College could receive two years of college tuition-free if they met GPA, FAFSA (Free Application for Federal Student Aid) completion, and community service requirements. He said generally those students who attended college or vocational or technical schools typically earned higher incomes, and not only would that benefit the individual but would also enhance our local economy and help the School District.

Mr. Brown said he spoke with various groups, including Dr. Farnsworth and Northland Pioneer College, and everyone seemed to be in agreement and believed it would be a good program for Show Low High School graduating seniors. He said in Pinal County, the municipality set aside funds for this program along with going to local businesses to help fund the program. He said a group would need to come up with requirements for the program and work out details.

Dr. Farnsworth said the School District was on board and would help with the program. Many Council members and School Board members talked about the potential benefits and liked the idea of the program.

E. Business Incubator

Mr. Brown said the City was developing a business incubator with support from the U.S. Economic Development Authority. A feasibility study confirmed its positive potential, leading to a planning and design grant. This included business plan development, commercial kitchen design, and a financial sustainability study (being conducted by NAU). The City Council also approved the building design for the City Campus. The incubator addressed a general need for entrepreneurs on how to start a business (finances, legal, permits) and focused on trades with a lack of skilled workers, such as construction, IT, and food. It would guide entrepreneurs through a structured program and aimed to provide funding, including micro-loans. He said staff member, Steve North, was heading this initiative, with involvement from the High School culinary teacher.

Board member Boyer asked if the business incubator was just for certain businesses. Mr. Brown said the business incubator would be open for any type of business and would help with starting a new business or even growing a struggling business. He said many business owners didn't know all the aspects involved with running a business and this would help them learn and navigate through all the aspects of running a business.

F. Workforce Housing

Mr. Tregaskes said the City adopted a workforce housing initiative over a year ago to address the difficulty of finding quality, affordable housing in

Show Low. This initiative offered incentives for developers building housing for those earning 60%–120% of the area median income (AMI), distinguishing it from 'affordable housing' often tied to Section 8. Incentives included waiving building permit fees, the City paying water/wastewater capacity fees (for example, \$44,000 for a two-inch meter), and a sales tax rebate of up to \$1,000 per unit. The goal was to enable people who work in Show Low, including School District staff (teachers, janitors, bus drivers), to live locally. Eight units were completed and occupied, 12 more were under construction (aiming for 20 by year-end), and approximately 280 units were under discussion, largely due to these incentives. He said Steve North initiated the program and Planning and Zoning staff reviewed incoming projects.

Dr. Farnworth said the School District surveyed staff to see who would be interested in these types of developments and would utilize them, and he said about 50 staff members expressed interest in this type of housing. He said the need was there for the local workforce.

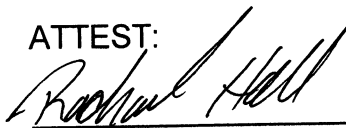
Mayor Leech thanked the Show Low School District Board members and staff for attending the meeting and for the relationship and partnership between the School District and City.

School Board President Larsen and Board member Boyer thanked the City for their efforts and continued relationship and partnership.

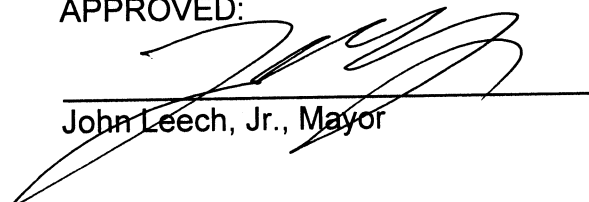
6. Adjournment.

There being no further business to be brought before the Council, **MAYOR LEECH ADJOURNED THE JOINT STUDY SESSION OF THE SHOW LOW CITY COUNCIL OF JUNE 19, 2025, AT 6:46 P.M.**

ATTEST:

  
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Rachael Hall, City Clerk

APPROVED:

  
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John Leech, Jr., Mayor

**CERTIFICATION**

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Joint Study Session of the City Council of Show Low held on June 19, 2025. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this 15<sup>th</sup> day of July, 2025.

(SEAL)



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Rachael Hall, City Clerk