



**Globe Unified School District No. 1**  
460 N. Willow St. Globe, AZ 85501

Frank Grice  
Board President

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Superintendent

Trent Lyon  
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December 4, 2025

Arizona State Board of Education  
RE: Public Comment Consent 3.H.2. – Globe Unified

Dear Arizona State Board of Education,

This letter is being sent as written public comment for the December 8<sup>th</sup> consent agenda item 3.H.2. I am proud to be the Superintendent of Globe Unified School District #1 and feel that it is a privilege to serve our students and community. I am disappointed and disheartened that our district has not successfully completed the performance review from the Auditor General's office and are now considered in noncompliance with the USFR. I know that this is a serious concern and care deeply about returning to a compliant status expediently. Our district has a genuine desire to operate in a manner that adheres to the USFR and that is consistent with best practices. Our intent is always to operate with excellence and comply with the USFR. We diligently work to be fiscally responsible as we know the importance of being good stewards of taxpayer funds and that our students deserve a quality education.

We are a small/medium sized district in rural Arizona that does not have a bond or override. We work hard to do more with less in an effort to provide our rural students with every opportunity for success. In fact, one of our students is a National Merit Scholar semi-finalist this year and joins less than 1% of the population with that honor. Any decrease in funds we receive and/or any funds that are withheld will directly impact our ability to provide a high-quality education to our students. This truth comes with a heavy burden of responsibility on all of our staff that are already performing more than one job, doing more with less, and showing up for our students in incredible ways. As such, I must plead for grace and understanding as we continue to address deficiencies and request that no funds be withheld or that a smaller percentage than the 3% standard operating procedure be withheld. Please note that there were no findings of fraud or financial mismanagement.

We received the results of our initial audit in January 2024 and began to make procedural changes that were necessary to address listed deficiencies. We held ourselves and our employees accountable and believed we had implemented adequate and appropriate corrective action. We were audited the second time with a different audit team and fell short of addressing all deficiencies to satisfaction. We listened to and accepted the new audit teams recommendations based on their interpretations of what best practice looks like. We immediately began implementing more strict and detailed procedures and processes as we want to be

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**Capturing Hearts, Empowering Minds**

Globe Unified School District will use its resources to emphasize academic achievement, promote lifelong learning and encourage community and global service.

compliant with the USFR. Please understand that we believed we were as we had successful audits by a 3<sup>rd</sup> party company each year.

As we reviewed deficiencies, we noted that most are the result of human error including inconsistencies found because of employee turnover and vacant positions. As an example, I have not only been the Superintendent for a 1,550 student district but I have also been the HR manager in charge of all HR functions all year. I am doing this in my second year as Superintendent and am working with staff to make changes based upon findings that happened prior to my superintendency or in the first few months of leading the district. Many recommendations are based on employing more people than we do for separation of roles/responsibilities. This is not feasible in our small, rural district with a budget that does not allow for any non-essential employees and sometimes doesn't allow for necessary employees. We have been forced to find out how to meet the preventative recommendations for best practice in an environment that does not allow for increased headcount.

We are working towards excellence in all areas in our district. Please note that we are not perfect, as evidenced by the deficiencies in this audit. Perfection does not allow room for mistakes; excellence does and makes room to correct them which is exactly what we are doing. Many of the deficiencies are not items that resulted in any financial mishandling, misappropriation, harm or ill-will. They are corrections to practices that have room to become excellent. Our deficiencies are mainly preventative in nature and not the result of bad practice that resulted in negative impact to our students or district.

As a district, we remain committed to taking all necessary steps to become fully compliant with the USFR and to prevent any potential for possible fraud or mismanagement. I remain thankful that the audit continues to show no instances of fraud or substantial mismanagement and that the deficiencies are procedural and preventative in nature. We genuinely want to become better and will continue to use this process as one that refines us and our processes. We believe that there are no acceptable deficiencies and will work until we have none.

Finally, I would like to invite each of you to visit our district and meet our students and staff. You will find people that are deeply committed to education, youth, excellence and doing things correctly. You will also find learning, happiness, ingenuity, innovation and, I believe, you will leave inspired. Our students know they are part of a long history of successful humans and that they are part of something bigger than themselves. They are community minded and are worth showing up for every single day. I sincerely hope that as you read this letter you are able to feel the sincerity of our desire to do the right thing, be excellent, and gain full compliance with the USFR. I also hope that you will consider withholding no funds or, if funds must be withheld, then withholding the smallest amount possible as we are diligently working to correct the procedural and preventative deficiencies that we have.

Thank you for your consideration,



Christa DalMolin East, Ed.D.  
Superintendent