

Final Posting: Monday, March 4, 2024 at 4:00 pm

REGULAR PUBLIC MEETING OF THE AMPHITHEATER GOVERNING BOARD

**Leadership and Professional Development Center
701 W Wetmore Road
Tucson, AZ 85705**

Tuesday, March 5, 2024

6:00 PM

(Doors open 30 minutes prior to the start of the meeting)

AMPHITHEATER PUBLIC SCHOOLS

MISSION

To empower all students to become contributing members of society equipped with the skills, knowledge, and values necessary to meet the challenges of a changing world.

We Believe

- ❖ ***All students can learn and achieve.***
- ❖ ***Everyone has unique strengths, talents, and needs.***
- ❖ ***All students and staff should be responsible for and dedicated to educational excellence.***
- ❖ ***Education requires cooperation, honesty, and respect among the students, parents, staff, school, and community.***
- ❖ ***The school community deserves a safe and caring environment.***
- ❖ ***Our actions reflect our values and our dedication to meeting student needs fairly and equitably.***
- ❖ ***Ample resources are essential to accomplish the Mission.***

We Value

achievement, caring, creativity, curiosity, diligence, diversity, fairness, honesty, kindness, respectfulness, responsibility and service to the community.

AGENDA*

As permitted by the Arizona Open Meeting Laws, Board members may participate in this meeting by telephone, video or internet conference.

Persons present at the Board meeting may complete a form requesting to speak to the Board. Individuals who wish to address the Board in-person during Call to the Audience should fill out a public comment card and hand it to the Governing Board Secretary located in the main hallway of the Leadership and Professional Development Center. All comments are limited to 3 minutes to ensure an equitable opportunity to address the Board. In addition, to ensure adequate time is available for other Governing Board business, a maximum time limit for Public Comment will be observed. Those unable to speak within the specified time limits may also submit comments to the Board in writing.

* The Governing Board may meet in an executive session concerning any item on this agenda for purpose of consultation with legal counsel, pursuant to A.R.S. § 38-431.03(A)(3). Rules of Order that apply to Governing Board meetings may be suspended by a vote of the majority of the Board. One or more Governing Board members may attend by electronic means.

¹ Persons interested in addressing the Governing Board must complete and submit a form available in the lobby. Procedures for addressing the Board are outlined on the form.

² Information items are for discussion only; no action will be taken.

³ Details are available in the offices of the Associate Superintendents and Chief Financial Officer.

⁴ Study session items are for discussion only; no action will be taken.

1. **CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER**

Scott K. Baker, Ph. D., President

2. **PLEDGE OF ALLEGIANCE**

Amphi Middle School Students

3. **RECOGNITION OF STUDENT ART**

Amphi Middle School Students

4. **ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING**

Tuesday, March 26, 2024 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center, SE Entrance and Parking.

5. **RECOGNITIONS**

- | | |
|--|---|
| A. Recognition of Canyon del Oro High School Superintendent's Student Advisory Council | 4 |
| B. Recognition of Canyon del Oro Wrestling State Champion and State Runner Ups | 5 |
| C. Presentation of Distinguished Service Awards | 6 |
| D. Recognition of STEM Schools of Excellence | 7 |

6. **INFORMATION²**

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| A. Superintendent's Report | 8 |
| B. Status of Construction Projects | 21 |

7. **PUBLIC COMMENT¹** (30 Minutes Maximum)

8. **CONSENT AGENDA³**

- | | |
|--|-----|
| A. Approval of Appointment of Non-Administrative Personnel | 36 |
| B. Approval of Personnel Changes | 39 |
| C. Approval of Leave(s) of Absence | 44 |
| D. Approval of Separation(s) and Termination(s) | 46 |
| E. Approval of Stipend for Coaching Volunteers | 50 |
| F. Approval of Renewing Employee Contract Forms for 2024-2025 Fiscal Year; Direction to Administration to Issue Appropriate Contract to Renewing Contracted Staff; and Approval of Retention Stipend Amounts for Returning Employees to be at least 3% in FY 2024-2025 | 52 |
| G. Approval of Minutes of Previous Meeting(s) | 93 |
| H. Approval of Vouchers Totaling and Not Exceeding Approximately \$4,019,502.49 | 104 |
| I. Acceptance of Gifts | 105 |
| J. Approval of Parent Support Organization(s) - 2023-2024 | 107 |
| K. Receipt of January 2024 Report on School Auxiliary and Club Balances | 109 |
| L. Award of Contract for E-Rate Category 2 Network Switches with Components, Wireless Access Points, Licensing & Power Supply (RFP) 2324013 | 118 |
| M. Award of Contract for Amphitheater High School 800 Wing CTE Renovation - Based Upon Responses to Invitation for Bids (IFB) 2324012 | 120 |
| N. Approval of Disposal of Surplus Property via PublicSurplus.com | 121 |
| O. Approval of Arizona Department of Administration School Facilities Division Building Renewal Grants | 122 |
| P. Approval of Spanish Textbooks for Display | 132 |
| Q. Approval of Social Studies Textbooks for Display | 133 |
| R. Approval of Supplemental Texts and Materials | |
| S. Approval of New Courses for the 2024-2025 School Year | |

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T. Approval of the District Calendar for School Year 2025-2026	144
U. Approval of Out of State Travel	146

9. **STUDY/ACTION**

A. Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025	164
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10. **STUDY**⁴

A. Study of Proposed Recommendations Developed through the Meet and Confer Process for:	184
1. Revisions to Governing Board Policy GCCA (Professional Staff Sick Leave)	
2. Revisions to Governing Board Policy GCCD (Professional Staff Military/Legal Leave)	

11. **PUBLIC COMMENT**¹ (30 Minutes Maximum)

12. **BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

13. **ADJOURNMENT**

In addition to display at various locations, copies of each agenda are available 24 hours prior to the meeting at www.amphi.com, and at the Wetmore Center, 701 West Wetmore Road, Tucson, AZ 85705. The public and the press are also welcome to examine in the Records Department all non-confidential supporting materials for the agenda. Requests for copies, at cost, of any of these supporting materials will be honored as timely as possible. If you need special accommodations, please call the Superintendent's office: (520) 696-5205.

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**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Recognition of Canyon del Oro High School Superintendent's Student Advisory Council

BACKGROUND:

The students in Amphitheater School District are our most important assets. That is no more evident than when they step up to take leadership positions at their schools. The Governing Board would like to recognize the Canyon del Oro High School Superintendent's Student Advisory Council and thank them for their service to their classmates and school.

The Advisory Council meetings provide the students and Superintendent with an opportunity to talk informally about student issues and concerns and provide a platform for the Council members to represent the interests and perspectives of their student peers. Given the school, work, and extra-curricular schedules of our students, their willingness to participate and contribute their time must be commended and recognized. The Board recognizes Canyon del Oro High School's Superintendent's Student Advisory Council Members:

Ernesto Alvarez
Edward Harwood
Kylee Hernandez
Kylie Strang

Gabriel Lujan
Leeah Payne
Parker Hollings

Keelynn Anderson
Lucio Castellini
Anthony Jimenez
Alivia Peru

Ayden Fisher
Hassan Lopez
Kiera Gueths
Kennedy George

RECOMMENDATION:

This item is presented for the Board's information and recognition.

INITIATED BY:



Jen Anderson,
Executive Assistant to the Superintendent & Governing Board

Date: February 21, 2024



Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Recognition of Canyon del Oro Wrestling State Champion and State Runner Ups

BACKGROUND:

The Canyon del Oro High School wrestling team competed at the Arizona Interscholastic Association state wrestling championships that were held on February 15th through February 17th, at the Arizona Memorial Coliseum. Canyon del Oro High School had one state champion wrestler and three state runner-up wrestlers.

D2 State Champion:

Kayden Luke, Senior D2 215 lbs. AIA State Champion

D2 State Runner Up:

Dominic Calvillo, Senior D2 113 lbs. AIA State Runner Up

Jaden Oliver Ochsenfeld, Senior D2 165 lbs. AIA State Runner Up

Sophia Smith, Junior D1 126 lbs. AIA State Runner Up

Head Boys Coach: David Scholes
Head Girls Coach: Cody Comer
Asst. Coach: Richard Luke
Asst. Coach: Michael Santavicca
Asst. Coach: Ronald Porter
Asst. Coach: Chris Luke

RECOMMENDATION:

This item is for the Governing Board's information and recognition.

INITIATED BY:

Armando Soto, Director of Interscholastic

Date: February 26, 2024

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Presentation of Distinguished Service Awards

BACKGROUND:

The Distinguished Service Award was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees are recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition.

We would like to recognize the following individuals for the month of March:

- Sandra Keefe, Banking and Student Funds Bookkeeper, Finance Department
- Marisa McConnell, Interventionist, Mesa Verde Elementary School

RECOMMENDATION:

This is presented for the Board's information and recognition.

INITIATED BY:

Jen Anderson

Jen Anderson,
Executive Assistant to the Superintendent and Governing Board

Date: February 21, 2024

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Recognition of STEM Schools of Excellence

BACKGROUND:

Innovation Academy and Keeling Elementary School were named STEM Schools of Excellence by the International Technology and Engineering Educators Association (ITEEA), a professional organization that recognizes outstanding schools across the country for their “commitment to providing a robust Integrative STEM education program.”

ITEEA created the STEM School of Excellence designation to honor schools whose teachers, administrators, and other stakeholders are providing a meaningful STEM education experience for students. Schools undergo a rigorous application process requiring detailed documentation to demonstrate a strong Integrative STEM program. A panel of reviewers then determines whether the documented evidence represents excellence in Integrative STEM education.

This is the third year Innovation Academy has been recognized as a STEM School of Excellence and the first year for Keeling Elementary School to be recognized.

Brianna Mounts was selected for the Goodheart-Willcox Teacher Excellence Award. This is one of the highest honors given to technology and engineering education classroom teachers.

RECOMMENDATION:

This is presented for the Board’s information and recognition.

INITIATED BY:

Jen Anderson

Jen Anderson,
Executive Assistant to the Superintendent & Governing Board

Date: February 27, 2024

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Superintendent's Report

BACKGROUND:

The Superintendent will provide a brief review of recent and future activities in the District and community.

RECOMMENDATION:

This item is presented for the Board's information.

INITIATED BY:

Date: February 21, 2024

Todd A. Jaeger, J.D., Superintendent



March 5, 2024

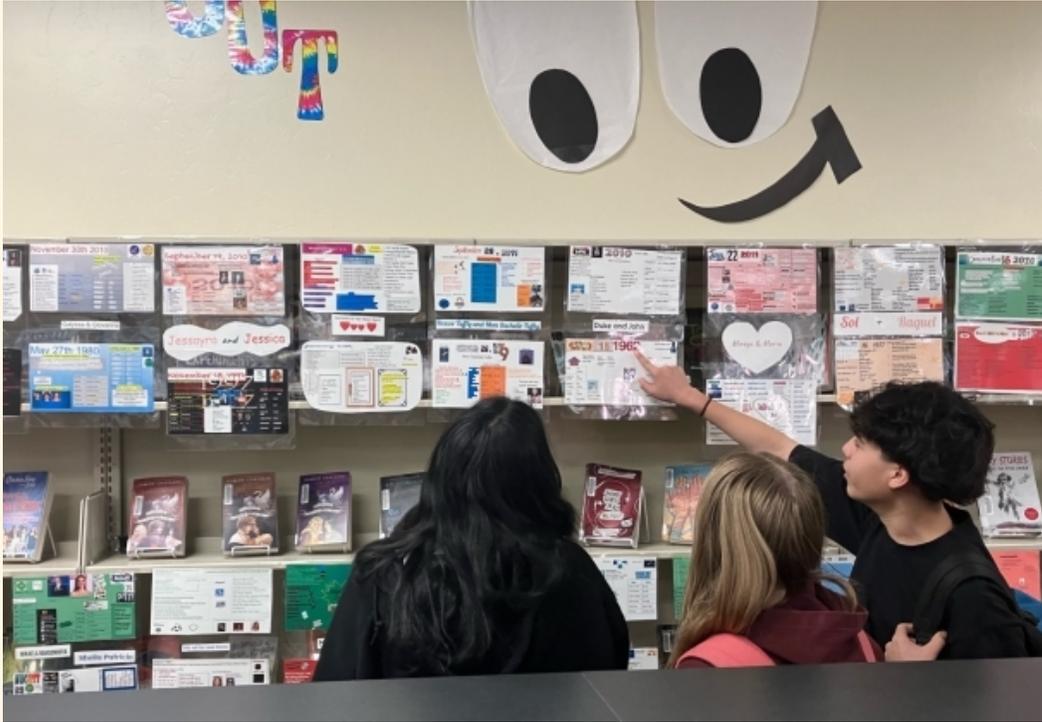
9

Superintendent's Report





Around Our Schools



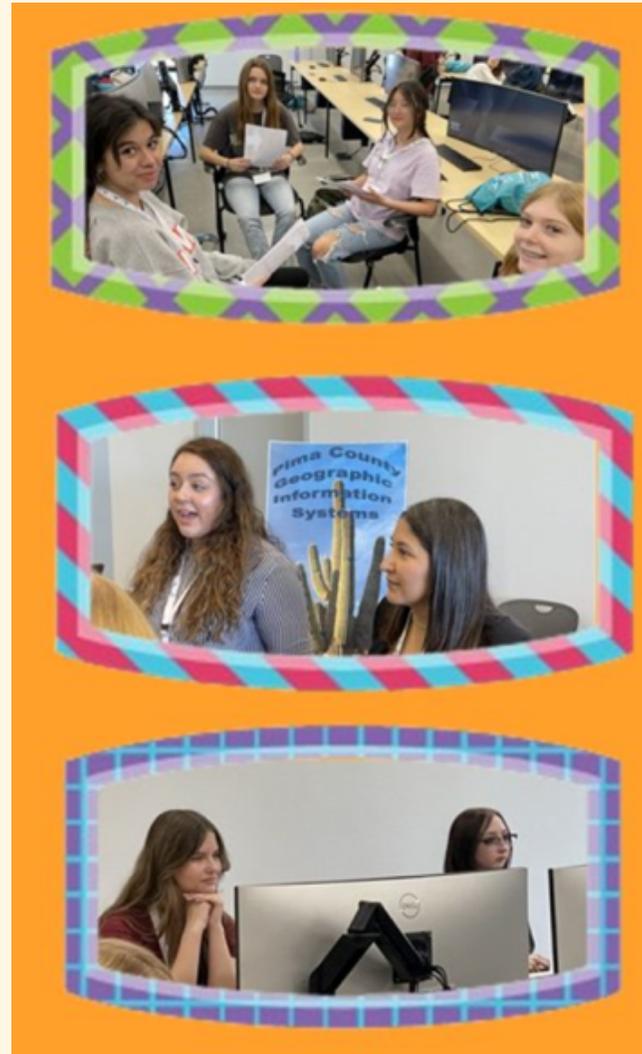
Amphi Middle School students had the chance to showcase their AVID projects in the school library, putting a spotlight on their work for AVID Night at their school.



Life Beyond Books, a program that brings in volunteers to teach children real-world skills and help them explore career opportunities, was back at La Cima Middle School last week.



Around Our Schools



Students from Canyon del Oro High School participated in the 2024 SheTech Explorers Day last week at Pima Community College. This is a one-day STEM event, where students learn about coding and have the opportunity to meet women in industry.



Around Our Schools



CDO and Amphi High hosted a sold-out Diamonds in the Desert car show on Saturday at Oro Valley Marketplace. The car show is organized and operated by the schools' CTE students and their auto clubs as a fundraiser. The show featured a record number of cars and provided a tremendous opportunity for students to learn business skills and all aspects of fundraising and event-planning.



Around Our Schools



Students from schools around the District competed in the Odyssey of the Mind Regionals on Saturday, at CDO. Congrats to seven of our teams that took home first place awards and six teams that came in second place. Next stop: The state competition on March 30th, hosted again by CDO!



Around Our Schools



Our La Cima Wrestling Team competed in the Flowing Wells Invitational over the weekend, bringing home the first-place trophy for the second straight year. Congrats to each member of the team, and a special shoutout to Peter Visconti, who placed first in his match.



Around Our Schools



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It's School Social Work Week across the nation, and we want to show special appreciation to our school social workers, who we know are dedicated to serving the needs of our Amphitheater students.



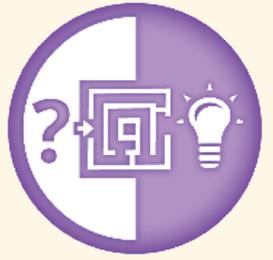
Thank You



Thank you to the Amphi Foundation and their volunteers for helping Donaldson Elementary School and Ironwood Ridge High School students pick out a new pair of shoes through the Shoes for Smiles program.



Around Our Schools



February was Problem Solving month, part of the District's Portrait of a Graduate initiative. At far left, Donaldson Elementary School students are using problem-solving skills to design a device to communicate using light or sound. At left, we see first-graders at Holaway Elementary School using their Sanford Harmony curriculum to plan a party and solve a problem.

For March, we are highlighting Citizenship.





Aggregate Expenditure Limit

- The state has released the school district preliminary Aggregate Expenditure Limit [AEL] for next school year.
- The AEL calculation uses the estimated student count for this school year and an inflation adjustment.
- With a decline in the statewide enrollment this school year, the preliminary¹⁸ AEL is \$6,960,000,616 -- an increase of only \$62.5 million.
- Arizona exceeded the AEL by more than \$1.3 billion this school year. Thus, even without *any* increase in school district budgets for next school year, the AEL limit would be exceeded by over \$1.3 billion again.
- Expected budget increases for FY25 will make the amount over the AEL limit even higher, so the legislature will again need to approve exceeding the AEL or huge budget reductions will be required.



A State of Fraud



- Arizona Attorney General Kris Mayes held a press conference this week to break shocking news: five people were indicted on charges of defrauding Arizona's ESA private school voucher program of at least \$600,000.



- The fraudsters created ghost students with forged birth certificates – children that didn't exist -- and gave them fake disability diagnoses that would make them eligible for larger funding amounts (as much as \$38,000).

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- State Superintendent Horne, who has promoted the vouchers through paid TV ads, did not discover the frauds that occurred under his watch. A local credit union saw unusual account activity and alerted the AG's office.



- AG Mayes: "From what our investigators found, there are very few controls and very little accountability in terms of analyzing birth certificates at the [Arizona] Department of Education, and analyzing determinations of disability."





Annual District Spending Report



- The Arizona Auditor General recently released its annual report on school district spending which tracks spending in broad categories and terms.
- It shows, generally, that statewide school district classroom spending is decreasing.
- Amphitheater has increased its total classroom spending per student by nearly 15%.
- Amphitheater has also increased its average teacher pay by approximately \$15,000/yr., or more than 34%, over the last 6 years.
- The Auditor General also compares core academic performance measures between individual school districts and their peer district and state averages. Amphitheater students again outperformed peer district and statewide students on all those measures.
- We will be providing an in-depth analysis of the entirety of the Auditor General report at a future Board Meeting.





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Status of Construction Projects

BACKGROUND:

The administration will present the Governing Board with current information on the status of construction projects funded with State of Arizona School Facilities Division, ESSER and Bond Funding.

RECOMMENDATION:

For information and discussion only.

INITIATED BY:

A handwritten signature in black ink, appearing to read "Richard C. La Nasa".

Richard C. La Nasa, Executive Manager, Operational Support

Date: February 27, 2024

A handwritten signature in black ink, appearing to read "Todd A. Jaeger".

Todd A. Jaeger, J.D., Superintendent

Status of Construction Projects
3/5/24 Governing Board Meeting

President Baker, Vice President Zibrat, Board Members and Superintendent Jaeger, it is my pleasure to provide you with an update of the projects currently under construction with School Facility Division Building Renewal Grant (BRG), Bond and ESSER funding.

AHS:

Bond Projects

Back Up Generators for MDF Rooms – Re-Bid Project

Building H Hallway Improvements – Complete	\$49,617
Bottle Fillers – March Project	\$31,840
Storm Water Drainage Improvements	\$16,476
Access Gate from Campus to Clothing Bank	\$1,593
Performing Arts Center Access Controls – May Project	\$44,238
Central Plant 1 & 2 Control Upgrades -	\$140,112

BRG Projects

CP #3 Hot Water Line Replacement Construction	\$229,666
- Phase Grant Funding Requested	
Campus Roof Replacements	
PH I, East Campus – Design	\$71,940
PH II, West Campus – Design	\$70,120
Bldg DN Evaporative Cooler to A/C Conversion	\$896,784
- Complete	
CP # 2 Hot Water Line Replacement Construction	\$414,781
- Summer Project	

800 Building HVAC Conversion Construction - Phase Grant Funding Requested	\$361,251
South Gym HVAC Conversion Design - PO Issued	\$24,915
Central Plant 2 Cooling Tower Replacement – Const. - Spring Break Project	\$118,932
Central Plant 3 Cooling Tower Replacement - Const. - Complete	\$193,674
200 Wing Electric Feeder Replacement – PO Issued	\$19,700
800 Building Water Line Replacement	\$110,000

CDO:

Bond Projects

Bottle Fillers – March Project	\$39,299
Central Plant Triple Duty Valve	\$30,559
Campus Access Controls PH I – May Project	\$153,944

BRG Projects

Campus Weatherization Design - PH I, W Campus – Phase Grant Funding Requested - PH II, E Campus – Phase Grant Funding Requested	
North Gym Evaporative Cooler to A/C Conversion - Summer Project	\$1,208,101

IRHS:

Bond Projects

Building D Access Controls – April Project \$27,165

BRG Projects

Weatherization Academic Buildings Construction \$417,263
- 60% Complete

Classroom A133 Carpet Replacement – Complete \$7,168

AMS:

BRG Projects

Library Roof Replacement Assessment \$3,650
– Phase Grant Funding Requested

Library Roof Leak Repairs - Construction \$83,400
- PO Issued

Copper Creek:

Bond Projects

Central Plant Cooling Tower & Pump Upgrades Design \$20,450
- 95% Complete

Coronado:

Bond Projects

Bottle Fillers – March Project \$19,560

Cross:

Bond Projects

Bottle Fillers – March Project \$4,300

BRG Projects

Campus Weatherization Assessment – Complete \$10,500
- Design Phase Grant Funding Requested

Donaldson:

Bond Projects

Pods B & C HVAC Replacement \$188,316

BRG Projects

A Bldg. & MPR Roof Leak Repairs – Construction \$23,600
- PO Issued

Harelson:

Bond Projects

Bottle Fillers – March Project \$8,810

BRG Projects

Campus Roof Assessment – Complete \$6,705
- Design Phase Grant Funding Requested

Innovation:

BRG Projects

Central Plant Chiller Replacement Construction \$1,099,133
- Phase Grant Funding Requested

La Cima:

Bond Projects

Central Plant Controls Upgrade \$44,829

ESSER Projects

Central Plant Chiller Replacement – June '24 Project \$425,983

BRG Projects

Campus Weatherization Design – 50% Complete	\$33,920
Campus Roof Replacement Design – 95% Complete	\$48,900

Land Lab:

Bond Projects

Building D Restroom HVAC – 85% Complete	\$29,744
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BRG Projects

Fire Alarm Replacement Assessment – PO Issued	\$760
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Nash:

Bond Projects

Playground Equipment Replacement – 85% Complete	\$128,311
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BRG Projects

Campus Roof Assessment – Complete	\$7,705
- Design Phase Grant Funding Requested	
Admin, MPR & Kitchen Roof Leak Repair Construction	\$5,850
- PO Issued	

Painted Sky:

BRG Projects

Fire Alarm Replacement Construction – 30% Complete	\$625,947
Boiler # 2 Replacement Design – PO Issued	\$19,315
Campus Weatherization Assessment – PO Issued	\$9,405

Prince:

Bond Projects

Building C Ductwork, Flooring & Lighting – 95% Complete \$392,205
- Final Project Construction Scheduled in June '24

BRG Projects

Campus Roof Replacement Assessment – Complete \$7,105
- Design Phase Grant Funding Requested

Campus Weatherization Assessment – Complete \$9,095
- Design Phase Grant Funding Requested

Central Plant Cooling Tower Construction \$149,670
- Spring Break Project

Rio Vista:

Bond Projects

Playground Improvements – 85% Complete \$115,905

BRG Projects

Fire Alarm Cable Replacement – PO Issued \$13,445

Wilson:

Bond Projects

Speed Bump Replacements – PO Issued \$27,083

BRG Projects

MPR Stage HVAC Replacement Construction \$246,820

MPR Buildings Roof Replacement Design – 95% \$26,820

Building Hot Water Line Replacement Construction \$1,537,638
- Summer Project

Campus Weatherization Assessment – Complete - Design Phase Grant Funding Requested	\$12,065
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Wetmore:

ESSER Projects

HVAC Replacement – 65% Complete	\$743,579
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Purchasing Warehouse:

ESSER Projects

HVAC Replacement – PO Issued	\$202,642
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*SOMETHING NEW AT EVERY SCHOOL,
EVERY YEAR!*



March 5, 2024

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Status of Construction Projects

Highlights

BRG, ESSER & Bond Funds





- Amphitheater High School Central Plant 3 Cooling Tower Replacement – BRG Funds





- Ironwood Ridge High School Weatherization – BRG Funds





- Nash Elementary School Playground - Bond Funds





- Rio Vista Elementary School Playground – Bond Funds





- Wetmore Center HVAC Replacement - ESSER Funds





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Appointment of Non-Administrative Personnel

BACKGROUND:

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of February 26, 2024.

RECOMMENDATION:

It is the recommendation of the Administration that the appointment(s) be approved as presented.

INITIATED BY:

John Hastings, Director of Human Resources

Date: February 26, 2024

Todd A. Jaeger, J.D., Superintendent

3/5/2024

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Andress	Olivia	Teacher - Grade 1	CT	Keeling Elementary	CTT-BA	0 years	Replacement	Ms. Orelup	*
Lebreton	Jennie	Teacher - Mathematics	CT	Ironwood Ridge High	CTT-MA	2 years	Replacement	Dr. Jenkins	*
Min	Deullae	Teacher - ELL/SEI	CT	Amphi Middle School	CTT-MA	0 years	Replacement	Ms. Wichers	
Lachance	Rene	Crossing Guard	CL-RET	Coronado K-8 School	1	0 years	Replacement	Ms. Letts	
Rischar	Bertha	School Nurse	CL-PR	Cross Middle School	NURS-BA	10 years	Replacement	Ms. Perkovac	
Banales	Jesus	Cook	CL	La Cima Middle School	1	5 years	Replacement	Mr. Greeson	
Bazewicz	Marian	Classroom Aide/Caregiver	CL	Nash Elementary	2	3 years	Replacement	Ms. Jarrett	
Culver	Abigail	Special Education Teaching Assis	CL	La Cima Middle School	3	0 years	Replacement	Mr. Humphreys	
LaRoque	Savannah	Student Services Coordinator Assi	CL	Wetmore Center	2		Rescind		
Loveridge	Annabelle	Special Education Teaching Assis	CL	Ironwood Ridge High	3	0 years	Replacement	Dr. Jenkins	
Lowenstein	Lindsay	Classroom Aide/Caregiver	CL	Prince Elementary	2	5 years	Replacement	Ms. Sheber	
Medina	Jazmine	Special Education Teaching Assis	CL	Walker Elementary	3	5 years	Replacement	Mr. Trimble	37
Pacheco	Joseph	Groundskeeper I	CL	Facilities Support	2	0 years	Replacement	Mr. Gill	
Ricci	Rachael	Classroom Aide/Caregiver	CL	Rillito Center	2	0 years	Replacement	Mr. Wolf	
Rubio	Rosa	Elementary School Health Aide	CL	Mesa Verde Elementary	4	5 years	Replacement	Mr. Ripp	
Salcedo	Jaclyn	Attendance Clerk	CL	Amphi High School	2	5 years	Replacement	Mr. Malis	
Sanchez Guerrero	Rosaura	Bilingual Community Liaison	CL	La Cima Middle School			Rehire		*
Smith	Craig	Bus Driver Trainee	CL	Transportation	1	0 years	Replacement	Ms. Frye-George	
Stevens	Jacklyn	Campus Monitor	CL	Walker Elementary	1	5 years	Replacement	Mr. Trimble	
Young	Bertha	Classroom Aide/Caregiver	CL	Nash Elementary	2	0 years	Replacement	Ms. Jarrett	
Campion	Sarah	Student Worker	ASW	CDO High School			Rehire	Ms. Bulleigh	\$14.35 per hour

*	2024-2025 School Year	HSP High School Principal		ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal		ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal		ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal		ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal		CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal		CT	Certified
		SAS Support Administrator		CL-AD	Classified Administrative
				CL	Classified
				PR	Professional
				ASW	Student Worker

03/05/2024
 GOVERNING BOARD MEETING
 APPOINTMENTS

SUBSTITUTES

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	COMMENT
Lopez	Sahara		CL		02/19/2024	
Rodriguez	Raina		CL		02/14/2024	
Soto	Rosemary		CL		02/12/2024	
Trillo	Suzanne		CL		02/02/2024	

AD Administrative
 PR Professional
 CT Certified
 CL Classified



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: March 5, 2024

TITLE: Approval of Personnel Changes

BACKGROUND:

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as of March 4, 2024.

In addition, this agenda item provides the following job description for consideration and approval by the Governing Board.

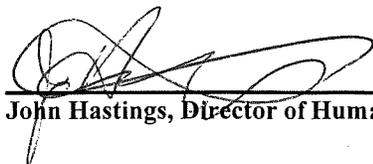
Graphics and Printing Assistant (formerly Graphics and Printing Lead)

The Graphics and Printing Lead job description has been retitled and revised to more accurately represent the position's essential duties and responsibilities. While a revision to the description is warranted, a wage modification is not. Therefore, the position will remain to be paid at Level 4 of the Support Staff/Classified Salary Placement Schedule.

RECOMMENDATION:

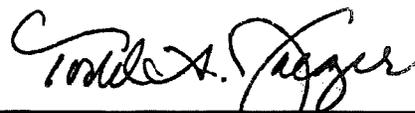
It is the recommendation of the Administration that the personnel changes and revised job description be approved as presented.

INITIATED BY:



John Hastings, Director of Human Resources

Date: March 4, 2024



Todd A. Jaeger, J.D., Superintendent

3/5/2024

**GOVERNING BOARD MEETING
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
De La Rocha	Natalia	Teacher - Grade 5	CT	Walker Elementary	Reassignment			*
King	Nicole	Teacher - Cross Categorical Classroc	CT	Amphi High School	Transfer			*
Ratliff	Katherine	Teacher - Kindergarten	CT	Walker Elementary	Reassignment			*
Sullivan	Jenna	Teacher - Art	CT	Prince Elementary	Reassignment			*
Bradley-Weinheir	Morgan	Special Education Teaching Assistan	CL	Wilson K-8 School	Promotion	3	+\$0.60	
Estep	Lynette	Budget Technician	CL	Wetmore Center	Promotion	10	+\$1.10	
Johns	Jessica	Special Education Teaching Assistan	CL	Amphi High School	Decrease FTE			<0.5 FTE>
Klimowicz	Vincent	Instructional Technology Specialist	CL	Painted Sky Elementary	Increase FTE			+0.15 FTE
Lowenstein	Lindsay	Classroom Aide/Caregiver	CL	Prince Elementary	Decrease FTE			<0.3125 FTE>
Ochoa	Adelina	Bus Driver	CL	Transportation	Increase FTE			+0.1062 FTE
Powell	Rycharde	Custodian III	CL	Amphi High School	Promotion	6		
Alvarez	Loretta	ADDN - Certified Staff Trainer	ADCT	CDO High School	Addendum			\$30.00 per hour
Beuthin	Kevin	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum			\$2,160.00
Biallas-Odell	Wendy	ADDN - Principal Mentor	ADCT	Rillito Center	Salary Adjustment		+\$9,959.10	
Brungardt	Elizabeth	ADDN - Certified Staff Trainer	ADCT	Wetmore Center	Addendum			\$30.00 per hour
Caldwell	Theresa	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum			\$2,160.00
Carter	Beth	ADDN - Section 504	ADCT	Cross Middle School	Addendum			\$900.00
Deitering	Joseph	ADDN - 301 Payment	ADCT	Rillito Center	Stipend			\$76.48
Golden	Brande	ADDN - Certified Staff Trainer	ADCT	CDO High School	Addendum			\$30.00 per hour
Hayes	Jeremy	Coach - Soccer Assistant - 3rd Seaso	ADCT	Coronado K-8 School	Addendum			\$1,400.00
Lackow	Seth	Coach - Baseball Head MS	ADCT	Cross Middle School	Addendum			\$1,700.00
Murrell	Marley	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum			\$2,160.00

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*	2024-2025 School Year	ADCT	Addendum Certified
Addendum	Employee receiving extra-curricular position or stipend	ADCL	Addendum Classified
Added Duty	Employee working additional hours or days	ADACS	Addendum Amphi Community Schools
Additional Position	Employee working an additional position	CT-AD	Certified Administrative
Correction	Correction to contract	CT	Certified
Decrease FTE	Decrease in hours	CL-AD	Classified Administrative
Extension	End date being extended	CL	Classified
Increase FTE	Increase in hours/contract	PR	Professional
Promotion	Employee receiving a promotion to another position	EL	Elementary
Reassignment	Employee moving to another position at the direction of the administration	MS	Middle School
Status Change	Employee changing status (i.e. short term to career)	HS	High School
Temporary	Employee working for a limited period of time		
Transfer	Employee moving from one position to another		

GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Pye	Andragyle	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$2,160.00	
Rodgers	Morgan	ADDN - R.I.S.E. (Teacher)	ADCT	Amphi High School	Addendum		\$2,160.00	
Sallee	Katherine	ADDN - Certified Tutor	ADCT	Keeling Elementary	Addendum		\$30.00 per hour	
Shiba	Robert	Coach - Volleyball Head MS	ADCT	Cross Middle School	Addendum		\$1,700.00	
Taylor	Ethnee	Coach - Track Head MS	ADCT	Cross Middle School	Addendum		\$1,700.00	
Thornburg	Ryan	Coach - Tennis Head HS	ADCT	Amphi High School	Addendum		\$2,600.00	
Vasquez	Kassandra	ADDN - 301 Payment	ADCT	Rillito Center	Stipend		\$76.48	
Walker	Melissa	ADDN - Section 504	ADCT	Rio Vista Elementary	Addendum		\$300.00	
Watson	Laura	Coach - Softball Assistant HS	ADCT	Amphi High School	Addendum		\$2,400.00	
Wentworth	Ann	ADDN - R.I.S.E. (Teacher)	ADCT	Ironwood Ridge High	Correction		\$1,980.00	
Wexler	Douglas	ADDN - 301 Payment	ADCT	Rillito Center	Stipend		\$76.48	
Willis	John	Special Events Worker	ADCT	Amphi High School	Addendum		\$14.35 per hour	
Wojdyla	Cheryl	Coach - Volleyball Assistant MS	ADCT	Cross Middle School	Addendum		\$1,400.00	
Berkej	Thomas	ADDN - Extra Hours	ADCL	Amphi High School	Added Duty		\$15.94 per hour	
Blanco	Sandra	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Added Duty		\$15.50 per hour	41
Fleckenstein	Emily	ADDN - Instructional Aide	ADCL	Rio Vista Elementary	Addendum		\$14.50 per hour	
Hardin	Kristy	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Addendum		\$14.35 per hour	
Tomure	Emery	ADDN - Extra Hours	ADCL	CDO High School	Addendum		\$20.00 per hour	

*	2024-2025 School Year					ADCT	Addendum Certified	
Addendum	Employee receiving extra-curricular position or stipend					ADCL	Addendum Classified	
Added Duty	Employee working additional hours or days					ADACS	Addendum Amphi Community Schools	
Additional Position	Employee working an additional position					CT-AD	Certified Administrative	
Correction	Correction to contract					CT	Certified	
Decrease FTE	Decrease in hours					CL-AD	Classified Administrative	
Extension	End date being extended					CL	Classified	
Increase FTE	Increase in hours/contract					PR	Professional	
Promotion	Employee receiving a promotion to another position					EL	Elementary	
Reassignment	Employee moving to another position at the direction of the administration					MS	Middle School	
Status Change	Employee changing status (i.e. short term to career)					HS	High School	
Temporary	Employee working for a limited period of time							
Transfer	Employee moving from one position to another							



GRAPHICS AND PRINTING ASSISTANT

QUALIFICATIONS

A. REQUIRED

- High school diploma or GED
- Minimum of two years of progressive clerical experience
- Excellent customer service skills including problem-solving, creative-thinking and professional delivery of service
- Demonstrated knowledge of MS Office, spreadsheets and data entry procedures
- Passing score on the following skills assessments: Basic Computer, Internet Basics, Using Email, Microsoft Word, and Microsoft Excel
- Strong mathematical skills
- Demonstrated knowledge of standard office practices and procedures
- Equivalent combination of education/training/experience

B. DESIRED

- Vocational training for reproductive and graphics work
- Two years of previous print shop experience in a school setting

SUMMARY

The Graphics and Printing Assistant coordinates the daily operations of the Graphics and Printing Department under minimal supervision. The Assistant performs clerical, customer service, and computer and technical tasks of a moderately varied and complex nature. The Assistant collaborates with the copy technicians regarding operations of the department when the Manager is out of office. Regular attendance is necessary to perform the essential functions of this position.

Reports to: Manager of Graphics and Printing

ESSENTIAL FUNCTIONS

- Provides customer service to school sites and departments across the District
- With general instruction and in accordance with established procedures, posts and maintains standard records; and is responsible for accuracy and timeliness of information
- Receives and processes all work orders and originals from sites and departments verifying that the work orders are clear, complete, and accurate; and calculates pricing for billing
- Verifies that orders are clear, complete, and accurate
- Reviews, investigates, and follows-up on all problems involving work orders and completed projects
- Calculates and prices orders for billing
- Establishes and maintains all work order files
- Generates requisitions and follows up with ordering process
- Facilitates the work flow of jobs to copy technicians



GRAPHICS AND PRINTING ASSISTANT

- Processes and monitors outside printing work
- Prepares jobs for delivery to sites
- Trains District employees on printing and price quoting procedures
- Exhibits patience, courtesy and tact when dealing with others
- Schedules appointments
- Uses various computer programs to establish and maintain filing systems, records, and purchasing of supplies
-
- Communicates with outside vendors as needed
- Operates various computerized copy machines as well as standard office equipment
- Operates color copy machine
- Process all outgoing District U.S. mail
- Maintains Graphics and Printing Website
- Acts as the department receptionist by answering routine inquiries by phone or in-person; or refers callers to the appropriate person(s)
- Performs duties related to folding, sorting, binding, cutting, drilling, and packaging of printing materials
- Performs other related duties as assigned

MENTAL AND PHYSICAL REQUIREMENTS

- Ability to concentrate and remain seated for extended periods of time
- Ability to multi-task and coordinate activities in an office setting
- Ability to perform functions from oral and written instructions
- Ability to kneel, pull, bend, stoop, twist, squat and reach up and forward
- Ability to occasionally perform heavy lifting of materials weighing 50 to 60 pounds
- Ability to perform frequent lifting of at least 20 pounds
- Ability to communicate effectively, both orally and in writing
- Ability to organize
- Ability to occasionally stand for extended periods of time
- Ability to exercise judgment in accordance with established procedures



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **March 5, 2024**

TITLE: **Approval of Leave(s) of Absence**

BACKGROUND:

Leave(s) of absence will be presented herein and are current as of March 4, 2024.

RECOMMENDATION:

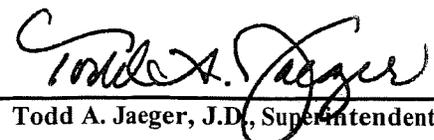
It is the recommendation of the Administration that the leave request(s) be approved as presented.

INITIATED BY:



John Hastings, Director of Human Resources

Date: March 4, 2024



Todd A. Jaeger, J.D., Superintendent

3/5/2024

**GOVERNING BOARD MEETING
LEAVES OF ABSENCE**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	DATES	COMMENT
Flores Zamora	Jesus Alberto	Teacher - P. E.	CT	Amphi Middle School	02/09/2024	End
Flores Zamora	Jesus Alberto	Teacher - P. E.	CT	Amphi Middle School	01/24/2024	Start
Griffith	Heather	Teacher - English	CT	Amphi High School	02/05/2024	End
Hitt	Angela	Teacher - Grade 3	CT	Wilson K-8 School	02/02/2024	End
Mendivil	Jorge	Teacher - Mathematics	CT	Amphi High School	02/19/2024	Start
Penna	Kelli	Teacher - Special Education Resou	CT	Keeling Elementary	03/01/2024	Extension
Penna	Kelli	Teacher - Special Education Resou	CT	Keeling Elementary	02/05/2024	Extension
Rini	Kaitlyn	Teacher - Special Education Resou	CT	CDO High School	01/29/2024	Start
Summers	Braunson	Teacher - Special Education Resou	CT	CDO High School	01/30/2024	Start
Castaneda	Candelaria	Bus Driver	CL	Transportation	12/15/2023	Extension
Collette	Tracy	Student Records Management Spe	CL	Wetmore Center	03/26/2024	Extension
Dees	Barbara	Special Education Teaching Assist	CL	Copper Creek Elementary	02/05/2024	End
Escamilla de Gorn	Amalia	Custodian I	CL	Amphi Middle School	02/05/2024	End
Guadian	Amelinda	Bus Driver	CL	Transportation	01/29/2024	Start
Leibas	Manuel	Journeyman Plumber	CL	Wetmore Center	02/05/2024	Extension
Millan	Sonia	Custodian I	CL	Innovation Academy	02/13/2024	End
Ramirez Aguilar	Juana	Custodian I	CL	Walker Elementary	02/16/2024	End
Romero	Cenobio	Custodian I	CL	Walker Elementary	01/29/2024	Extension
Salaz Smith	Yvonne	Security Officer	CL	Ironwood Ridge High	02/01/2024	Extension

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- * 2024-2025 School Year
- CT-AD Certified Administrative
- CT Certified
- CL-AD Classified Administrative
- CL Classified
- PR Professional



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Separation(s) and Termination(s)

BACKGROUND:

Separation(s) and termination(s) will be presented herein. Separations are current as of March 4, 2024.

RECOMMENDATION:

It is the recommendation of the Administration that the resignation(s) or termination(s) be approved as presented.

INITIATED BY:

John Hastings, Director of Human Resources

Date: March 4, 2024

Todd A. Jaeger, J.D., Superintendent

3/5/2024

**GOVERNING BOARD MEETING
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Alvarez	Loretta	Teacher - Cross Categorical	CT	CDO High School	05/17/2024	Resignation	
Andersen	Jared	Teacher - Special Education	CT	Prince Elementary	05/17/2024	Resignation	
Berhow	Kira	Teacher - Grade 4	CT	Holaway Elementary	05/17/2024	Resignation	
Busenbark	Dana	Teacher - Special Education	CT	La Cima Middle School	05/17/2024	Resignation	
Desai	Anmol	Teacher - English	CT	Amphi High School	05/17/2024	Resignation	
Fischer	Lauren	Teacher - STEM (Elementary)	CT	Prince Elementary	05/17/2024	Resignation	
Maytorena	Yeniffer	Teacher - Grade 1	CT	Walker Elementary	05/17/2024	Resignation	
Meimer	Erwin	Teacher - Technology	CT	La Cima Middle School	05/17/2024	Resignation	
Meimer	Erwin	Teacher - Career Exploration	CT	La Cima Middle School	05/17/2024	Resignation	
Meimer	Erwin	Teacher - Computer Program	CT	La Cima Middle School	05/17/2024	Resignation	
Murrell	Marley	Teacher - Mathematics	CT	Amphi High School	05/17/2024	Resignation	
Murrell	Marley	Teacher - AVID	CT	Amphi High School	05/17/2023	Resignation	47
Shermer	Courtney	Teacher - Cross Categorical	CT	Holaway Elementary	02/07/2024	Breach of Contract	
Sotelo	Paula	Teacher - Kindergarten	CT	Innovation Academy	05/17/2024	Resignation	
Van Wert	Ryan	Teacher - Mathematics	CT	Amphi High School	05/17/2024	Resignation	
Yrrizarry	Alexis	Teacher - Grade 2	CT	Prince Elementary	05/17/2024	Resignation	
Briseno	Rubi	Custodian I	CL	Rillito Center	02/09/2024	Resignation	
Daniel	Martin	Custodian I	CL	Ironwood Ridge High	03/07/2024	Resignation	
Gundy	Christopher	Computer Network Systems	CL	Wetmore Center	02/27/2024	Resignation	
Hernandez	Mary	Special Education Teaching	CL	CDO High School	05/16/2024	Retirement	
Maldonado	Christina	Food Service Attendant	CL	Coronado K-8 School	01/11/2024	Deceased	
Maliszewski	Deborah	Special Education Teaching	CL	Harelson Elementary	02/12/2024	Resignation	
Rodriguez	Raina	Food Service Attendant	CL	Coronado K-8 School	09/27/2023	Abandonment	

*	2024-2025 School Year	ADCT	Addendum Certified
Budget RIF	Reduction in force due to budget	ADCL	Addendum Classified
Abandonment	Employee abandoned position	ADDM	Addendum Only
Breach of Contract	Employee did not fulfill contract	CT-AD	Certified Administrative
Dismissal	Employee terminated by the District	CT	Certified
Resignation	Employee resigning from the District	CL-AD	Classified Administrative
Retirement	Employee retiring from the District	CL	Classified
		PR	Professional

**GOVERNING BOARD MEETING
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Trillo	Suzanne	Elementary School Health AiCL		Mesa Verde Elementary	12/20/2023	Resignation	

* 2024-2025 School Year
 Budget RIF Reduction in force due to budget
 Abandonment Employee abandoned position
 Breach of Contract Employee did not fulfill contract
 Dismissal Employee terminated by the District
 Resignation Employee resigning from the District
 Retirement Employee retiring from the District

ADCT Addendum Certified
 ADCL Addendum Classified
 ADDM Addendum Only
 CT-AD Certified Administrative
 CT Certified
 CL-AD Classified Administrative
 CL Classified
 PR Professional

Substitutes

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	REASON
Merrell	Shelley		CL		02/19/2024	

AD Administrative
PR Professional
CT Certified
CL Classified



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Stipend for Coaching Volunteers

BACKGROUND:

Coaching volunteer(s) and corresponding stipend(s) will be presented herein and are current as of March 4, 2024.

RECOMMENDATION:

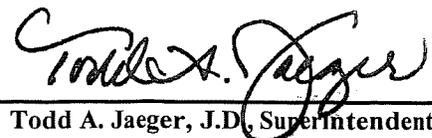
It is the recommendation of the Administration that the Governing Board approve payment of the listed stipend(s) for the identified coaching volunteers.

INITIATED BY:



John Hastings, Director of Human Resources

Date: March 4, 2024



Todd A. Jaeger, J.D., Superintendent

3/5/2024

**GOVERNING BOARD MEETING
COACHING VOLUNTEERS**

LAST NAME	FIRST NAME	POSITION	LOCATION	REASON	AMOUNT/COMMENTS
Cornell	Eric	Coach - Softball Assistant HS	CDO High School	Stipend	\$2,400.00
Ghonem	Wael	Coach - Soccer Head MS	Coronado K-8 School	Stipend	\$1,700.00
Jantz	Auntesy	Coach - Volleyball Assistant - 2nd	Ironwood Ridge High	Stipend	\$2,400.00
Lopez	Luis	Coach - Baseball Assistant MS	Cross Middle School	Stipend	\$1,400.00
McKee	Scott	Coach - Football Head HS	CDO High School	Stipend	*\$3,800.00
Roper	Ana	Associate Coach	Ironwood Ridge High	Stipend	\$1,000.00
Slaton	Stephanie	Coach - Volleyball Assistant HS	CDO High School	Stipend	\$2,400.00
Thiel	Daniel	Coach - Baseball Assistant HS	Ironwood Ridge High	Rescind	\$2,400.00

* 2024-2025 School Year



GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: March 5, 2024

TITLE: Approval of Renewing Employee Contract Forms for 2024-2025 Fiscal Year; Direction to Administration to Issue Appropriate Contract to Renewing Contracted Staff; and Approval of Retention Stipend Amounts for Returning Employees to be at least 3% in FY 2024-2025

BACKGROUND:

General Information about Employee Contracts

Amphitheater Public Schools typically issues employment contracts to returning certificated, professional and administrative personnel in April. The meet and confer process completed in late February to enable the Governing Board to approve a compensation plan for the following fiscal year in March. Employment contracts generally issue following the Board's approval of a compensation plan. Employees prefer this timeline because it enables them to have the best-known information about the compensation and fringe benefits being offered to them with the offer of contract.

Administration has generally honored this preference for employees, although there were some years when offers of contract issued before the Governing Board approved the compensation package for the following fiscal year. Those years, while few and far between, were necessitated by delays in the state's approval of an educational budget or extended meet and confer committee discussions. In those years, contracts had to be issued before the Governing Board had approved a compensation plan; otherwise, the school year would have ended and staff left without any written guarantee of employment in the following school year.

Important Term Contained in All Employee Contracts

For this reason, a term is included in all employee contracts that enables contracts to be issued with the agreement that the specific salary to be paid is actually the amount approved by the Governing Board at the completion of the meet and confer process. This permits the District to pay qualified employees a salary in excess of what is actually written into their employment contract if the final number approved by the Governing Board at the completion of the meet and confer actually exceeds the salary amount identified in the contract. This term has been included in employee contracts for several years now. Specifically, the relevant contract term says:

District agrees to pay [EMPLOYEE] a salary of [AMOUNT] together with any salary increase approved for [EMPLOYEE] as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to [EMPLOYEE] to confirm [EMPLOYEE]'s appointment for the 2024-2025 school year. The parties intend, however, that the [EMPLOYEE] salary for this contract be the amount approved for [EMPLOYEE] by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for [EMPLOYEE]'s fulltime employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to [EMPLOYEE], then the amount approved by the Governing Board shall govern. ~~[EMPLOYEE]~~ will not be mandated to

file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to [EMPLOYEE] in accordance with this contract.

This contract term has been employed successfully several times in the past to enable compensation increases for contracted employees because the term demonstrates a clear intent by the parties to the contract that the salary includes any compensation increases permitted through a subsequent Board-approved compensation package.

Retention Stipend Limited Solely to Returning Employees Who Complete FY 2024-2025

As an incentive to accept their offer of contract, a term is also included in all returning employee contracts that authorizes a 3% retention stipend for FY 2024-2025. The term states:

[EMPLOYEE] shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of [EMPLOYEE]'s projected annual pay, to be calculated on the basis of [EMPLOYEE]'s projected base daily rate of pay multiplied by [EMPLOYEE]'s projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that [EMPLOYEE] does not fulfill the terms of this contract, [EMPLOYEE] will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. [EMPLOYEE] agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to [EMPLOYEE] from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

Current employees who accept their offer of contract and remain with the District in FY 2024-2025 will qualify to receive the 3% retention stipend.

Consistent with past retention stipends issued, this 3% retention stipend shall apply to all returning employees (contracted staff and hourly/support staff) who worked for the District in FY 2023-2024 and will continue to remain continuously employed with the District in FY 2024-2025.

In FY 2024-2025, the retention stipend will be issued as a single lump-sum payment within the first few months of the school year. However, the retention stipend is calculated based on the entirety of work days in FY 2024-2025. Therefore, the 3% retention stipend should include the caveat that employees who separate from the District without completing their scheduled number of work days for FY 2024-2025 are responsible to refund the prorated amount for any work days not completed when the employee separates from the District, and the District shall have the right of setoff to collect said funds from any amounts owed to the employee at the time of separation.

Proposed Forms of Contract Presented with This Agenda Item

Administration is presenting forms of contract for returning employees with this agenda item. If approved, the appropriate version of the "Returning Employee" contract will be issued to qualified employees who worked for the District as a permanent employee in FY 2023-2024 and return to work for the District in a contract eligible position in FY 2024-2025. All versions of the "Returning Employee" aka "RE" contracts include the 3% retention stipend term quoted in the section above.

The proposed forms of contract for consideration by the Board are listed below.

- RE Administrator - 10 mos
- RE Administrator - 12 mos
- RE Administrator – ASRS Retiree Return to Work - 10mos
- RE Administrator - ASRS Retiree Return to Work - 12mos
- RE Cabinet
- RE Cabinet - ASRS Retiree Return to Work
- RE Multi-Position Officer
- RE Multi-Position Officer - ASRS Retiree Return to Work
- RE PENT - 10 mos
- RE PENT - 12 mos
- RE PENT - ASRS Retiree Return to Work - 10 mos
- RE PENT - ASRS Retiree Return to Work - 12 mos
- RE Teacher - Part Time
- RE Teacher - ASRS Retiree Return to Work
- RE Teacher - Short Term
- RE Teacher - Standard

These are the same forms of contract previously approved, with applicable dates changed as needed for FY 2024-2025 and the retention stipend set at 3% for returning employees, for all certificated, professional and administrative staff (including rehired ASRS retirees) who receive contracts.

Approval to Issue Contracts to Returning Employees

Through this agenda item, Administration also requests authority to issue the appropriate “Returning Employee” contract to all qualified employees who will continue their employment with the District next fiscal year. These include all employees currently in an employment contract with the District except: (1) short-term contract employees (this includes ASRS Retiree Return to Work contract employees), and (2) employees who have been approved to, or provided notice of intent to, separate this year. There is a different process in place for issuance of short-term contracts, including ASRS Retiree Return to Work contracts, which occurs later in the spring after staffing plans are finalized, but employees currently on a short-term or ASRS Retiree Return to Work contract should be assured that any contract issued to them for next year will include the 3% retention stipend provision in it as long as employment is continuous.

Once approved, Administration will arrange for the appropriate contract offer to be issued electronically to qualified returning employees through the District’s enterprise resource planning (ERP) software named “School ERP Pro”. A.R.S. § 15-381.01(B) permits contracts to be issued electronically, rather than printed and delivered via interoffice mail. Administration has successfully issued offers of contract electronically through iVisions for more than a year.

Electronic contracts are more efficient both for Human Resources and the recipient employee. Qualified employees will receive an email from the Human Resources Department that contains a link to their specific contract. The employee can access their specific contract, review and accept it electronically by selecting the “accept” option in “okta”, and print a copy for themselves. Employees no longer need to travel to the District’s Administrative Offices to turn in a signed contract as in the past.

There is one caveat, which is that the iVisions contract template only provides a single signature line for the District. For this reason, the Governing Board delegated authority to the Governing Board President last year to sign approved employment contracts on behalf of the Board, as permitted by Arizona state law, so that iVisions could issue contracts electronically. It is recommended that the Board delegate that same authority to

District. For this reason, the Governing Board delegated authority to the Governing Board President last year to sign approved employment contracts on behalf of the Board, as permitted by Arizona state law, so that iVisions could issue contracts electronically. It is recommended that the Board delegate that same authority to the Governing Board President again this year so that iVisions can be utilized again for efficiency purposes.

RECOMMENDATION:

Administration recommends that the Governing Board take the following actions regarding this agenda item:

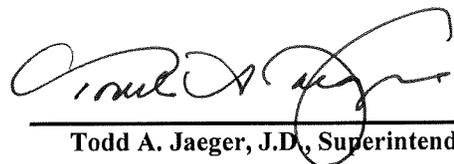
1. Approve the forms of contract as presented for use with certificated, professional, and administrative staff (including rehired ASRS retiree staff) for Fiscal Year 2024-2025.
2. Delegate signatory authority for these forms of contract to the Governing Board President for the electronic issuance of contracts.
3. Approve a retention stipend of at least 3% for FY 2024-2025 for returning employees in all positions (classified, certificated, professional, and administrative, as well as for returning substitutes) and direct that employees who separate from District without completing their scheduled number of work days for FY 2024-2025 be responsible to refund the prorated retention stipend amount for any work days not completed when the employee separates from the District, with the District to have the right of setoff to collect said funds from any amounts owed to the employee at the time of premature separation.
4. Direct the appropriate form of contract, together with any compensation package approved for Fiscal Year 2024-2025, be issued to renewing (not short-term) members of certificated, professional, and administrative staff for Fiscal Year 2024-2025.

INITIATED BY:



John Hastings, Director of Human Resources

Date: March 1, 2024



Todd A. Jaeger, J.D., Superintendent

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ADMINISTRATOR'S CONTRACT
(Ten Month)

This contract is entered into between _____ ("Administrator") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Administrator for fiscal year 2024-2025 ("the fiscal year"). The contract year for Administrator shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Administrator.

2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator shall also receive performance pay if Administrator qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Administrator shall also receive such fringe benefits as the Governing Board has approved for this fiscal year.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

5. If a valid Arizona certificate, license or fingerprint card is required for Administrator's employment, Administrator's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void and Administrator's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Administrator's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of

this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Administrator warrants the truth of all representations and statements made by Administrator to District in connection with Administrator's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Administrator is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Administrator shall immediately report the arrest or charge to Administrator's supervisor. Failure to do so shall result in Administrator's immediate dismissal in accordance with Arizona law.

9. Administrator affirms and represents that Administrator and Administrator's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Administrator affirms that Administrator will disclose, in the records of the District's central office, whenever Administrator or Administrator's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Administrator understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator's certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Administrator's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator's breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

11. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

12. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ADMINISTRATOR'S CONTRACT
(Twelve Month)

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2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator shall also receive performance pay if Administrator qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Administrator shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. Administrator's benefits shall also include four (4) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Administrator may carry forward no more than forty (40) days of vacation from one fiscal year into the next.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

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federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

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APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ASRS RETIREE RETURNING TO WORK
ADMINISTRATOR'S CONTRACT
(Ten Month)

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result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Administrator warrants the truth of all representations and statements made by Administrator to District in connection with Administrator's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Administrator is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Administrator shall immediately report the arrest or charge to Administrator's supervisor. Failure to do so shall result in Administrator's immediate dismissal in accordance with Arizona law.

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10. Administrator hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Administrator acknowledges and represents that Administrator has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Administrator also acknowledges, desires and intends that District and Administrator will not make the contributions to ASRS for the salary paid to Administrator pursuant to this Contract or pursuant to any other aspect of Administrator's employment with District, but will comply with A.R.S. § 38-766.02. Administrator also acknowledges, desires and intends that Administrator will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. District and Administrator therefore expressly agree that Administrator's employment under this Contract is for 2024-2025 school year only. Administrator is hereby notified that Administrator's employment is for the 2024-2025 school year only and Administrator's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

11. Administrator is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Administrator shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Administrator understands that, pursuant to A.R.S. § 15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator's certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Administrator's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator's breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

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14. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

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ASRS RETIREE RETURNING TO WORK
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(Twelve Month)

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4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

5. If a valid Arizona certificate, license or fingerprint card is required for Administrator's employment, Administrator's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void, and Administrator's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Administrator's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer

than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Administrator warrants the truth of all representations and statements made by Administrator to District in connection with Administrator's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Administrator is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Administrator shall immediately report the arrest or charge to Administrator's supervisor. Failure to do so shall result in Administrator's immediate dismissal in accordance with Arizona law.

9. Administrator affirms and represents that Administrator and Administrator's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Administrator affirms that Administrator will disclose, in the records of the District's central office, whenever Administrator or Administrator's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Administrator hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Administrator acknowledges and represents that Administrator has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Administrator also acknowledges, desires and intends that District and Administrator will not make the contributions to ASRS for the salary paid to Administrator pursuant to this Contract or pursuant to any other aspect of Administrator's employment with District, but will comply with A.R.S. § 38-766.02. Administrator also acknowledges, desires and intends that Administrator will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. District and Administrator therefore expressly agree that Administrator's employment under this Contract is for 2024-2025 school year only. Administrator is hereby notified that Administrator's employment is for the 2024-2025 school year only and Administrator's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

11. Administrator is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Administrator shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Administrator understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator's certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Administrator's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator's breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE EXEMPT CONTRACT
(Twelve Month)

This contract is entered into between _____ ("Administrator") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Administrator for fiscal year 2024-2025 ("the fiscal year"). The contract year for Administrator shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Administrator.

2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator's benefits shall also include four (4) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Administrator may carry forward no more than forty (40) days of vacation from one fiscal year into the next. Administrator may sell back ten (10) days of vacation within the fiscal year, to be paid at Administrator's daily rate of pay.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

5. If a valid Arizona certificate, license or fingerprint card is required for Administrator's employment, Administrator's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void, and Administrator's employment shall be terminated if these conditions are not satisfied.

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this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Administrator warrants the truth of all representations and statements made by Administrator to District in connection with Administrator's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Administrator is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Administrator shall immediately report the arrest or charge to Administrator's supervisor. Failure to do so shall result in Administrator's immediate dismissal in accordance with Arizona law.

9. Administrator affirms and represents that Administrator and Administrator's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Administrator affirms that Administrator will disclose, in the records of the District's central office, whenever Administrator or Administrator's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Administrator understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator's certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Administrator's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator's breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

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12. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ASRS RETIREE RETURNING TO WORK
ADMINISTRATIVE EXEMPT CONTRACT
(Twelve Month)

This contract is entered into between _____ ("Administrator") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Administrator for fiscal year 2024-2025 ("the fiscal year"). The contract year for Administrator shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Administrator.

2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator's benefits shall also include four (4) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Administrator may carry forward no more than forty (40) days of vacation from one fiscal year into the next. Administrator may sell back ten (10) days of vacation within the fiscal year, to be paid at Administrator's daily rate of pay.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

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6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Administrator's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

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9. Administrator affirms and represents that Administrator and Administrator’s dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Administrator affirms that Administrator will disclose, in the records of the District’s central office, whenever Administrator or Administrator’s dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

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11. Administrator is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Administrator shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Administrator understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator’s certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District’s program and its students due to the premature loss of Administrator’s services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator’s breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District’s Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District’s offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE EXEMPT (MULTI-POSITION OFFICER) CONTRACT
(Twelve Month)

This contract is entered into between _____ ("Administrator") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Administrator for fiscal year 2024-2025 ("the fiscal year"). The contract year for Administrator shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Administrator.

2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. Administrator's benefits shall also include six (6) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Administrator may carry forward no more than forty (40) days of vacation from one fiscal year into the next. Administrator may sell back twenty (20) days of vacation within the fiscal year, to be paid at Administrator's daily rate of pay.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

5. If a valid Arizona certificate, license or fingerprint card is required for Administrator's employment, Administrator's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void, and Administrator's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Administrator's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a

result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

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APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ASRS RETIREE RETURNING TO WORK
ADMINISTRATIVE EXEMPT (MULTI-POSITION OFFICER) CONTRACT
(Twelve Month)

This contract is entered into between _____ ("Administrator") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Administrator for fiscal year 2024-2025 ("the fiscal year"). The contract year for Administrator shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Administrator.

2. District agrees to pay Administrator a salary of _____ together with any salary increase approved for Administrator as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Administrator to confirm Administrator's appointment for the 2024-2025 school year. The parties intend, however, that the Administrator salary for this contract be the amount approved for Administrator by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Administrator's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Administrator, then the amount approved by the Governing Board shall govern. Administrator will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Administrator in accordance with this contract. Administrator shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. Administrator's benefits shall also include six (6) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Administrator may carry forward no more than forty (40) days of vacation from one fiscal year into the next. Administrator may sell back twenty (20) days of vacation within the fiscal year, to be paid at Administrator's daily rate of pay.

3. Administrator shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Administrator's projected annual pay, to be calculated on the basis of Administrator's projected base daily rate of pay multiplied by Administrator's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Administrator does not fulfill the terms of this contract, Administrator will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Administrator agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Administrator from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Administrator shall serve in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Administrator certifies that if Administrator supervises classroom instruction, Administrator will ensure that such instruction will be in accordance with state academic standards as established by the State of Arizona Board of Education.

5. If a valid Arizona certificate, license or fingerprint card is required for Administrator's employment, Administrator's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void, and Administrator's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Administrator's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer

proceedings and recommendations and Governing Board action.

7. Administrator warrants the truth of all representations and statements made by Administrator to District in connection with Administrator's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Administrator is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Administrator shall immediately report the arrest or charge to Administrator's supervisor. Failure to do so shall result in Administrator's immediate dismissal in accordance with Arizona law.

9. Administrator affirms and represents that Administrator and Administrator's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Administrator affirms that Administrator will disclose, in the records of the District's central office, whenever Administrator or Administrator's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Administrator hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Administrator acknowledges and represents that Administrator has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Administrator also acknowledges, desires and intends that District and Administrator will not make the contributions to ASRS for the salary paid to Administrator pursuant to this Contract or pursuant to any other aspect of Administrator's employment with District, but will comply with A.R.S. § 38-766.02. Administrator also acknowledges, desires and intends that Administrator will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. District and Administrator therefore expressly agree that Administrator's employment under this Contract is for 2024-2025 school year only. Administrator is hereby notified that Administrator's employment is for the 2024-2025 school year only and Administrator's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

11. Administrator is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Administrator shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Administrator understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Administrator to disciplinary action before the State Board of Education, including revocation of Administrator's certificate. Administrator therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Administrator also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Administrator does not fulfill the full term of this Contract. Administrator and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Administrator's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Administrator's breach of this contract in this respect. Administrator and District specifically agree that the liquidated damages which may be assessed against Administrator for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Administrator agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Administrator from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Administrator must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Administrator

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
PROFESSIONAL NON-TEACHING (INCLUDING EXEMPT) STAFF CONTRACT
(Ten Month)

This contract is entered into between _____ ("Professional") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Professional for fiscal year 2024-2025 ("the fiscal year"). The contract year for Professional shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Professional.

2. District agrees to pay Professional a salary of _____ together with any salary increase approved for Professional as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Professional to confirm Professional's appointment for the 2024-2025 school year. The parties intend, however, that the Professional salary for this contract be the amount approved for Professional by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Professional's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Professional, then the amount approved by the Governing Board shall govern. Professional will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Professional in accordance with this contract. Professional shall also receive performance pay if Professional qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Professional shall also receive such fringe benefits as the Governing Board has approved for this fiscal year.

3. Professional shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Professional's projected annual pay, to be calculated on the basis of Professional's projected base daily rate of pay multiplied by Professional's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Professional does not fulfill the terms of this contract, Professional will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Professional agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Professional from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Professional shall teach/serve in the school(s) or department(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract.

5. If a valid Arizona certificate, license or fingerprint card is required for Professional's employment, Professional's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void and Professional's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Professional acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Professional's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Professional shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional

meet and confer proceedings and recommendations and Governing Board action.

7. Professional warrants the truth of all representations and statements made by Professional to District in connection with Professional's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Professional is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Professional shall immediately report the arrest or charge to Professional's supervisor. Failure to do so shall result in Professional's immediate dismissal in accordance with Arizona law.

9. Professional affirms and represents that Professional and Professional's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Professional affirms that Professional will disclose, in the records of the District's central office, whenever Professional or Professional's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Professional understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Professional to disciplinary action before the State Board of Education, including revocation of Professional's certificate. Professional therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Professional also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Professional does not fulfill the full term of this Contract. Professional and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Professional's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Professional's breach of this contract in this respect. Professional and District specifically agree that the liquidated damages which may be assessed against Professional for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Professional agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Professional from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

11. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment or revision to this contract is subject to all applicable State and Federal statutes.

12. Pursuant to Arizona law, Professional must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Professional

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
PROFESSIONAL NON-TEACHING (INCLUDING EXEMPT) STAFF CONTRACT
(Twelve Month)

This contract is entered into between _____ ("Professional") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Professional for fiscal year 2024-2025 ("the fiscal year"). The contract year for Professional shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Professional.

2. District agrees to pay Professional a salary of _____ together with any salary increase approved for Professional as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Professional to confirm Professional's appointment for the 2024-2025 school year. The parties intend, however, that the Professional salary for this contract be the amount approved for Professional by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Professional's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Professional, then the amount approved by the Governing Board shall govern. Professional will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Professional in accordance with this contract. Professional shall also receive performance pay if Professional qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Professional shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. Professional's benefits shall also include four (4) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Professional may carry forward no more than forty (40) days of vacation from one fiscal year into the next.

3. Professional shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Professional's projected annual pay, to be calculated on the basis of Professional's projected base daily rate of pay multiplied by Professional's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Professional does not fulfill the terms of this contract, Professional will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Professional agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Professional from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Professional shall teach/serve in the school(s) or department(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract.

5. If a valid Arizona certificate, license or fingerprint card is required for Professional's employment, Professional's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void and Professional's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Professional acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Professional's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025. Professional shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such

funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Professional warrants the truth of all representations and statements made by Professional to District in connection with Professional's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Professional is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Professional shall immediately report the arrest or charge to Professional's supervisor. Failure to do so shall result in Professional's immediate dismissal in accordance with Arizona law.

9. Professional affirms and represents that Professional and Professional's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Professional affirms that Professional will disclose, in the records of the District's central office, whenever Professional or Professional's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Professional understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Professional to disciplinary action before the State Board of Education, including revocation of Professional's certificate. Professional therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Professional also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Professional does not fulfill the full term of this Contract. Professional and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Professional's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Professional's breach of this contract in this respect. Professional and District specifically agree that the liquidated damages which may be assessed against Professional for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Professional agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Professional from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

11. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

12. Pursuant to Arizona law, Professional must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Professional

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ASRS RETIREE RETURNING TO WORK
PROFESSIONAL NON-TEACHING (INCLUDING EXEMPT) STAFF CONTRACT
(Ten Month)

This contract is entered into between _____ ("Professional") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Professional for fiscal year 2024-2025 ("the fiscal year"). The contract year for Professional shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Professional.

2. District agrees to pay Professional a salary of _____ together with any salary increase approved for Professional as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Professional to confirm Professional's appointment for the 2024-2025 school year. The parties intend, however, that the Professional salary for this contract be the amount approved for Professional by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Professional's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Professional, then the amount approved by the Governing Board shall govern. Professional will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Professional in accordance with this contract. Professional shall also receive performance pay if Professional qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Professional shall also receive such fringe benefits as the Governing Board has approved for this fiscal year.

3. Professional shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Professional's projected annual pay, to be calculated on the basis of Professional's projected base daily rate of pay multiplied by Professional's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Professional does not fulfill the terms of this contract, Professional will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Professional agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Professional from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Professional shall teach/serve in the school(s) or department(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract.

5. If a valid Arizona certificate, license or fingerprint card is required for Professional's employment, Professional's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void and Professional's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Professional acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Professional's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Professional shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional

meet and confer proceedings and recommendations and Governing Board action.

7. Professional warrants the truth of all representations and statements made by Professional to District in connection with Professional's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Professional is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Professional shall immediately report the arrest or charge to Professional's supervisor. Failure to do so shall result in Professional's immediate dismissal in accordance with Arizona law.

9. Professional affirms and represents that Professional and Professional's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Professional affirms that Professional will disclose, in the records of the District's central office, whenever Professional or Professional's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Professional hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Professional acknowledges and represents that Professional has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Professional also acknowledges, desires and intends that District and Professional will not make the contributions to ASRS for the salary paid to Professional pursuant to this Contract or pursuant to any other aspect of Professional's employment with District, but will comply with A.R.S. § 38-766.02. Professional also acknowledges, desires and intends that Professional will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. District and Professional therefore expressly agree that Professional's employment under this Contract is for 2024-2025 school year only. Professional is hereby notified that Professional's employment is for the 2024-2025 school year only and Professional's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

11. Professional is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Professional shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Professional understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Professional to disciplinary action before the State Board of Education, including revocation of Professional's certificate. Professional therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Professional also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Professional does not fulfill the full term of this Contract. Professional and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Professional's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Professional's breach of this contract in this respect. Professional and District specifically agree that the liquidated damages which may be assessed against Professional for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Professional agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Professional from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment or revision to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Professional must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Professional

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
ASRS RETIREE RETURNING TO WORK
PROFESSIONAL NON-TEACHING (INCLUDING EXEMPT) STAFF CONTRACT
(Twelve Month)

This contract is entered into between ("Professional") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Professional for fiscal year 2024-2025 ("the fiscal year"). The contract year for Professional shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Professional.

2. District agrees to pay Professional a salary of _____ together with any salary increase approved for Professional as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Professional to confirm Professional's appointment for the 2024-2025 school year. The parties intend, however, that the Professional salary for this contract be the amount approved for Professional by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Professional's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Professional, then the amount approved by the Governing Board shall govern. Professional will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Professional in accordance with this contract. Professional shall also receive performance pay if Professional qualifies for such pay in accordance with the District's performance pay plan(s). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Professional shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. Professional's benefits shall also include four (4) full weeks of paid vacation per year. For the purposes of this section, "a year" means the period of time beginning July 1st of any calendar year and ending June 30th of the following calendar year. Professional may carry forward no more than forty (40) days of vacation from one fiscal year into the next.

3. Professional shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Professional's projected annual pay, to be calculated on the basis of Professional's projected base daily rate of pay multiplied by Professional's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Professional does not fulfill the terms of this contract, Professional will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Professional agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Professional from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Professional shall teach/serve in the school(s) or department(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract.

5. If a valid Arizona certificate, license or fingerprint card is required for Professional's employment, Professional's employment shall be conditioned upon the possession at all times of the same, as well as the satisfactory completion of a background check. This contract shall be null and void and Professional's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Professional acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Professional's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Professional shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Professional warrants the truth of all representations and statements made by Professional to District in connection with Professional's employment. Any breach of this warranty may be grounds for termination of employment.

8. Pursuant to A.R.S. § 15-550, if Professional is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Professional shall immediately report the arrest or charge to Professional's supervisor. Failure to do so shall result in Professional's immediate dismissal in accordance with Arizona law.

9. Professional affirms and represents that Professional and Professional's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Professional affirms that Professional will disclose, in the records of the District's central office, whenever Professional or Professional's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

10. Professional hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Professional acknowledges and represents that Professional has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Professional also acknowledges, desires and intends that District and Professional will not make the contributions to ASRS for the salary paid to Professional pursuant to this Contract or pursuant to any other aspect of Professional's employment with District, but will comply with A.R.S. § 38-766.02. Professional also acknowledges, desires and intends that Professional will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. District and Professional therefore expressly agree that Professional's employment under this Contract is for 2024-2025 school year only. Professional is hereby notified that Professional's employment is for the 2024-2025 school year only and Professional's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

11. Professional is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Professional shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

12. Professional understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Professional to disciplinary action before the State Board of Education, including revocation of Professional's certificate. Professional therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Professional also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Professional does not fulfill the full term of this Contract. Professional and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Professional's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Professional's breach of this contract in this respect. Professional and District specifically agree that the liquidated damages which may be assessed against Professional for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Professional agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Professional from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Professional must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Professional

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER'S CONTRACT
(Part-Time)

This contract is entered into between _____ ("Teacher") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Teacher for fiscal year 2024-2025 ("the fiscal year"). The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Teacher.

2. District agrees to pay Teacher a salary of _____ together with any salary increase approved for Teacher as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Teacher to confirm Teacher's appointment for the 2024-2025 school year. The parties intend, however, that the Teacher salary for this contract be the amount approved for Teacher by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Teacher's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Teacher, then the amount approved by the Governing Board shall govern. Teacher will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Teacher in accordance with this contract. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's performance pay plan(s), subject to any reduction in Classroom Site Funding as described below in section seven (7). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Teacher shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. The Teacher's compensation shall be payable in bi-weekly installments as Teacher directs.

3. Teacher shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Teacher's projected annual pay, to be calculated on the basis of Teacher's projected base daily rate of pay multiplied by Teacher's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Teacher does not fulfill the terms of this contract, Teacher will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Teacher agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Teacher from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Teacher shall teach such grade, grades or subjects in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Teacher shall teach in accordance with the academic standards established by the State of Arizona Board of Education.

5. This Contract is for the part-time employment of Teacher. Teacher understands that Teacher is not a full-time employee as determined by state law and the salary reflected above is a pro-rated amount based on Teacher's full-time equivalency. Teacher is advised that continuing teacher status, if previously obtained, is lost and terminates upon a reduction to part-time status of less than forty percent (40%).

6. Teacher's employment is conditioned upon the possession at all times of a valid Arizona Teacher's certificate for the position being offered and upon the possession at all times of a valid fingerprint clearance card, as well as the satisfactory completion of a background check and minimum requirements for the District's Teacher job description. Teacher agrees to be appropriately certified according to Arizona Department of Education standards and to hold all requisite endorsements appropriate to the position held by the commencement date and throughout the duration of this contract. This contract shall be null and void and Teacher's employment shall be terminated if these conditions are not satisfied.

7. District's budget incorporates assumptions about the amount of funding that will be available to the District. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Teacher's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current

year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

8. Pursuant to A.R.S. § 15-977 and provisions of the Proposition 301 Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.

9. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

10. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in Teacher's immediate dismissal in accordance with Arizona law.

11. Teacher affirms and represents that Teacher and Teacher's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Teacher affirms that Teacher will disclose, in the records of the District's central office, whenever Teacher or Teacher's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

12. Teacher understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Teacher to disciplinary action before the State Board of Education, including revocation of Teacher's certificate. Teacher therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Teacher also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Teacher does not fulfill the full term of this Contract. Teacher and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Teacher's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Teacher's breach of this contract in this respect. Teacher and District specifically agree that the liquidated damages which may be assessed against Teacher for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Teacher agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Teacher from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

13. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

14. Pursuant to Arizona law, Teacher must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Teacher

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
CERTIFICATED ASRS RETIREE RETURNING TO WORK
TEACHER'S CONTRACT

This contract is entered into between _____ ("Teacher") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Teacher for fiscal year 2024-2025 ("the fiscal year"). The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Teacher.

2. District agrees to pay Teacher a salary of _____ together with any salary increase approved for Teacher as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Teacher to confirm Teacher's appointment for the 2024-2025 school year. The parties intend, however, that the Teacher salary for this contract be the amount approved for Teacher by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Teacher's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Teacher, then the amount approved by the Governing Board shall govern. Teacher will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Teacher in accordance with this contract. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's performance pay plan(s), subject to any reduction in Classroom Site Funding as described below in section six (6). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Teacher shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. The Teacher's compensation shall be payable in bi-weekly installments as Teacher directs.

3. Teacher shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Teacher's projected annual pay, to be calculated on the basis of Teacher's projected base daily rate of pay multiplied by Teacher's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Teacher does not fulfill the terms of this contract, Teacher will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Teacher agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Teacher from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Teacher shall teach such grade, grades or subjects in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Teacher shall teach in accordance with the academic standards established by the State of Arizona Board of Education.

5. Teacher's employment is conditioned upon the possession at all times of a valid Arizona Teacher's certificate for the position being offered and upon the possession at all times of a valid fingerprint clearance card, as well as the satisfactory completion of a background check and minimum requirements for the District's Teacher job description. Teacher agrees to be appropriately certified according to Arizona Department of Education standards, and to hold all requisite endorsements appropriate to the position held by the commencement date and throughout the duration of this contract. This contract shall be null and void and Teacher's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Teacher's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or

state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Pursuant to A.R.S. § 15-977 and provisions of the Proposition 301 Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.

8. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

9. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in Teacher's immediate dismissal in accordance with Arizona law.

10. Teacher affirms and represents that Teacher and Teacher's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Teacher affirms that Teacher will disclose, in the records of the District's central office, whenever Teacher or Teacher's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

11. Teacher hereby acknowledges and agrees that his/her employment is pursuant to A.R.S. § 38-766.01 which allows retirees under the Arizona State Retirement System ("ASRS") to return to work after retirement under certain conditions. Teacher acknowledges and represents that Teacher has attained normal retirement age as set forth by the ASRS, has retired under the ASRS, has terminated employment with all ASRS participating employers for at least twelve months, i.e. three hundred sixty-five (365) calendar days, before returning to work, and has chosen to work without interrupting or terminating receipt of ASRS retirement benefits. Teacher also acknowledges, desires and intends that District and Teacher will not make the contributions to ASRS for the salary paid to Teacher pursuant to this Contract or pursuant to any other aspect of Teacher's employment with District, but will comply with A.R.S. § 38-766.02. Teacher also acknowledges, desires and intends that Teacher will not accrue credited service, retirement benefits or long-term disability program benefits through ASRS for the employment agreed to pursuant to this contract. Finally, Teacher expressly acknowledges that Teacher is not subject to the requirements and conditions prescribed in Arizona Revised Statutes §§ 15-538, 15-538.01 and 15-539 through 15-543, including but not limited to, accrual of continuing status, preliminary notice of inadequacy of performance, or contract renewal. District and Teacher therefore expressly agree that Teacher's employment under this Contract is for 2024-2025 school year only. Teacher is hereby notified that Teacher's employment is for the 2024-2025 school year only and Teacher's contract will not be renewed for the following school year. This contract will automatically terminate upon the conclusion of the 2024-2025 school year without any further notice or action on either party's part.

12. Teacher is entitled to have the same paid holidays as other certificated employees in which that position is normally assigned. Teacher shall also receive the same number of sick and personal days in which that position is normally assigned, but unused personal or sick days will not be paid out at the end of the year. Fringe benefits-eligibility for health insurance, life insurance and the Employee Assistance Program will be determined under existing District policy.

13. Teacher understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Teacher to disciplinary action before the State Board of Education, including revocation of Teacher's certificate. Teacher therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Teacher also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Teacher does not fulfill the full term of this Contract. Teacher and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Teacher's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Teacher's breach of this contract in this respect. Teacher and District specifically agree that the liquidated damages which may be assessed against Teacher for resigning or leaving employment without advance Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Teacher agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Teacher from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

14. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

15. Pursuant to Arizona law, Teacher must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Teacher

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER'S CONTRACT
(Short Term)

This contract is entered into between _____ ("Teacher") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Teacher for fiscal year 2024-2025 ("the fiscal year"). The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Teacher. Board hereby notifies Teacher, and Teacher hereby acknowledges, that his/her employment is for the fiscal year only and that Teacher's contract will not be renewed for the following year. This contract will automatically terminate upon the conclusion of the fiscal year without need for any further notice or action on either party's part.

2. District agrees to pay Teacher a salary of _____ together with any salary increase approved for Teacher as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Teacher to confirm Teacher's appointment for the 2024-2025 school year. The parties intend, however, that the Teacher salary for this contract be the amount approved for Teacher by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Teacher's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Teacher, then the amount approved by the Governing Board shall govern. Teacher will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Teacher in accordance with this contract. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's performance pay plan(s), subject to any reduction in Classroom Site Funding as described below in section six (6). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Teacher shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. The Teacher's compensation shall be payable in bi-weekly installments as Teacher directs.

3. Teacher shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Teacher's projected annual pay, to be calculated on the basis of Teacher's projected base daily rate of pay multiplied by Teacher's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Teacher does not fulfill the terms of this contract, Teacher will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Teacher agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Teacher from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Teacher shall teach such grade, grades or subjects in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Teacher shall teach in accordance with the academic standards established by the State of Arizona Board of Education.

5. Teacher's employment is conditioned upon the possession at all times of a valid Arizona Teacher's certificate for the position being offered and upon the possession at all times of a valid fingerprint clearance card, as well as the satisfactory completion of a background check and minimum requirements for the District's Teacher job description. Teacher agrees to be appropriately certified according to Arizona Department of Education standards, and to hold all requisite endorsements appropriate to the position held by the commencement date and throughout the duration of this contract. This contract shall be null and void and Teacher's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Teacher's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted

for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Pursuant to A.R.S. § 15-977 and provisions of the Proposition 301 Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.

8. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

9. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in Teacher's immediate dismissal in accordance with Arizona law.

10. Teacher affirms and represents that Teacher and Teacher's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Teacher affirms that Teacher will disclose, in the records of the District's central office, whenever Teacher or Teacher's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

11. Teacher understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Teacher to disciplinary action before the State Board of Education, including revocation of Teacher's certificate. Teacher therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Teacher also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Teacher does not fulfill the full term of this Contract. Teacher and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Teacher's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Teacher's breach of this contract in this respect. Teacher and District specifically agree that the liquidated damages which may be assessed against Teacher for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Teacher agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Teacher from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

12. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

13. Pursuant to Arizona law, Teacher must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENED MEETING OF THE GOVERNING BOARD.

Teacher

President of the Governing Board

AMPHITHEATER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER'S CONTRACT
(Standard)

This contract is entered into between _____ ("Teacher") and the Governing Board of Amphitheater Unified School District No. 10 of Pima County, Arizona ("District"). The parties agree as follows:

1. District agrees to employ Teacher for fiscal year 2024-2025 ("the fiscal year"). The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by state law without additional compensation to Teacher.

2. District agrees to pay Teacher a salary of _____ together with any salary increase approved for Teacher as part of the 2024-2025 compensation package approved by the Governing Board upon completion of the meet and confer process. District is providing this contract to Teacher to confirm Teacher's appointment for the 2024-2025 school year. The parties intend, however, that the Teacher salary for this contract be the amount approved for Teacher by the Governing Board as part of the 2024-2025 compensation package and that said amount shall not be less than the salary stated above for Teacher's full-time employment for the 2024-2025 fiscal year. In the event there is a difference between the salary amount stated here and the amount approved by the Governing Board to be paid as salary to Teacher, then the amount approved by the Governing Board shall govern. Teacher will not be mandated to file additional paperwork/amendment to receive the additional monies as these sums will be automatically directed to Teacher in accordance with this contract. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's performance pay plan(s), subject to any reduction in Classroom Site Funding as described below in section six (6). The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's performance pay plan(s). Teacher shall also receive such fringe benefits as the Governing Board has approved for this fiscal year. The Teacher's compensation shall be payable in bi-weekly installments as Teacher directs.

3. Teacher shall also qualify for the additional 2024-2025 stipend approved by the Governing Board that is equivalent to at least 3% of Teacher's projected annual pay, to be calculated on the basis of Teacher's projected base daily rate of pay multiplied by Teacher's projected number of work days for the year. This stipend shall be over and above whatever base compensation terms are approved by the Governing Board for the 2024-2025 fiscal year. In the event that Teacher does not fulfill the terms of this contract, Teacher will be held liable to reimburse the District for the stipend amount pro-rated based on the difference between the agreed upon end date and the actual end date. Teacher agrees that the District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the stipend from any earnings due to Teacher from any fiscal year, or from any other source. The District will consider individual circumstances in the application of this provision.

4. Teacher shall teach such grade, grades or subjects in the school(s) of the District and at such location(s) as the Governing Board, Superintendent, Principal, or their designees, may direct for the fiscal year and will faithfully perform the duties as may be assigned according to law, rules, policies and regulations legally established for the governance of the District as are in effect or may be amended during the term of this contract. Teacher shall teach in accordance with the academic standards established by the State of Arizona Board of Education.

5. Teacher's employment is conditioned upon the possession at all times of a valid Arizona Teacher's certificate for the position being offered and upon the possession at all times of a valid fingerprint clearance card, as well as the satisfactory completion of a background check and minimum requirements for the District's Teacher job description. Teacher agrees to be appropriately certified, according to Arizona Department of Education standards and to hold all requisite endorsements appropriate to the position held by the commencement date and throughout the duration of this contract. This contract shall be null and void and Teacher's employment shall be terminated if these conditions are not satisfied.

6. District's budget incorporates assumptions about the amount of funding that will be available to the District. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed four percent (4%) of Teacher's salary or may be cancelled, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2024-2025 fiscal year is less or becomes less than that authorized at the beginning of the 2024-2025 fiscal year; b) the District fails to receive, during the 2024-2025 fiscal year, funds in the amount initially budgeted for such year due to a transition to current year funding or for any other reason; or c) the District does not receive federal or state funds that, as of May 30, 2024, the District anticipates receiving for use in the 2024-2025 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph. In addition, if the District receives new and undesignated state or federal funding after execution of this agreement, and such funding may be utilized for staff compensation, the compensation paid under this contract may increase following additional meet and confer proceedings and recommendations and Governing Board action.

7. Pursuant to A.R.S. § 15-977 and provisions of the Proposition 301 Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support

the payment.

8. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

9. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1758.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in Teacher's immediate dismissal in accordance with Arizona law.

10. Teacher affirms and represents that Teacher and Teacher's dependents will not have a financial interest in any product or service purchased or otherwise procured by the District during the fiscal year. Alternatively, Teacher affirms that Teacher will disclose, in the records of the District's central office, whenever Teacher or Teacher's dependents do have a financial interest in a school district procurement of any product or service. This Contract is subject to cancellation pursuant to A.R.S. § 38-511, regarding conflicts of interest.

11. Teacher understands that, pursuant to A.R.S. §15-545, resignation from employment during this contract without obtaining advance Governing Board approval is an unprofessional act which may subject Teacher to disciplinary action before the State Board of Education, including revocation of Teacher's certificate. Teacher therefore agrees not to resign from employment prior to the conclusion of the final duty day required by this Contract, unless the resignation has been approved in advance by the Governing Board. Teacher also recognizes that District will incur expenses of securing a replacement, including substitute costs, in the event that Teacher does not fulfill the full term of this Contract. Teacher and District agree that these expenses and the damage done to District's program and its students due to the premature loss of Teacher's services are difficult to determine, and therefore that it is appropriate to assess a certain amount as liquidated damages in the event of Teacher's breach of this contract in this respect. Teacher and District specifically agree that the liquidated damages which may be assessed against Teacher for resigning or leaving employment without advance Governing Board approval shall be the amount of two thousand five hundred dollars and no cents (\$2,500.00). Teacher agrees that District, in addition to any other remedies available to it by law, may deduct all or any portion of the amount of the liquidated damages from any earnings due to Teacher from any fiscal year, or from any other source. District will consider individual circumstances in the application of this provision.

12. This contract constitutes the entire agreement of the parties, and any prior or contemporaneous agreements, whether written or oral, are superseded by this contract except as provided or referenced herein. Any subsequent amendment or addendum to this contract shall be in writing and signed by both parties. This contract and any subsequent amendment, revision, or addendum to this contract is subject to all applicable State and Federal statutes.

13. Pursuant to Arizona law, Teacher must sign this Contract and return it to the District's Human Resources Office within fifteen (15) days from the date it is issued, without any additions or deletions, or District's offer of employment shall be automatically revoked.

APPROVED AT A LEGALLY CONVENEED MEETING OF THE GOVERNING BOARD.

Teacher

President of the Governing Board



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Minutes of Previous Meeting(s)

BACKGROUND:

The attached minutes of previous Governing Board Meeting(s) are submitted for approval by the Board.

February 13, 2024

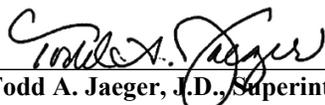
RECOMMENDATION:

The Administration recommends that the minutes of the previous meeting(s) be approved.

INITIATED BY:


Jen Anderson
Executive Assistant to the Superintendent & Governing Board

Date: February 28, 2024


Todd A. Jaeger, J.D., Superintendent

**Minutes of the Regular Governing Board Meeting
Amphitheater Public Schools
Tuesday, February 13, 2024**

A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, February 13, 2024, beginning at 5:00 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

Governing Board Members

Dr. Scott K. Baker, President
Ms. Susan Zibrat, Vice President
Ms. Vicki Cox Golder, Member
Ms. Deanna M. Day M. Ed., Member
Mr. Matthew A. Kopec, Member

Superintendent's Cabinet Members

Mr. Todd A. Jaeger, J.D., Superintendent
Ms. Tassi Call, Associate Superintendent for Elementary Education
Mr. John Hasting, Director of Human Resources
Mr. Richard C. La Nasa, Executive Manager of Operational Support
Mr. Scott Little, Chief Financial Officer
Ms. Elizabeth Jacome, Director of Curriculum and Assessment
Ms. Kristin McGraw, Director of Student Services
Ms. Julie Valenzuela, Director of 21st Century Education
Ms. Michelle Valenzuela, Director of Communications

1. CALL TO ORDER AND SIGNING OF THE VISITOR'S REGISTER

President Baker called the meeting to order at 5:00 p.m. and invited members of the audience to sign the guest register.

2. EXECUTIVE SESSION

1. Motion to Recess Open Meeting and Hold an Executive Session for:

- A. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding, Student # 30043200**
- B. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding, Student # 30048736**
- C. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding, Student # 30079167**
- D. Discussion and Consultation with Representatives of the Governing Board in Order to Consider Its Position and Instruct Its Representatives in the Meet and Confer Process Pertaining to Policy, Compensation and Benefits for Certificated, Professional Non-Teaching, Support and Administrative Staff Pursuant to A.R.S. § 38-431.03(A)(5).**

President Baker asked for a motion to hold Executive Session. Vice President Zibrat moved that the Board go into an Executive Session to address the matters identified in item 2. of the Board's agenda and pursuant to the legal authorities listed on the agenda under item 2. Ms. Day seconded the motion. Voice vote in favor- 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed-0.

President Baker proclaimed they were in Executive Session at 5:00 p.m.

3. RECONVENE PUBLIC MEETING

President Baker reconvened the meeting at 6:40 p.m. He apologized for the delay and said that at the end of the public portion of the meeting the board would again go into Executive Session to conclude item 2.D.

4. PLEDGE OF ALLEGIANCE

Superintendent Jaeger invited Chris Trimble, Principal of Walker Elementary School to introduce the students for the pledge. Mr. Trimble said the students are all on student council and model respectful, responsible, safe and kind behavior. He presented Aurora, Julian and Andre. The students led the pledge.

The students introduced their family members present. On behalf of the Governing Board, Ms. Cox Golder gave the students certificates of recognition, and a picture was taken with the students, Mr. Trimble, the Governing Board and Superintendent Jaeger.

5. RECOGNITION OF STUDENT ART

Mr. Trimble introduced Jane Peterson, art teacher at Walker Elementary School and stated that she does an amazing job. Ms. Peterson said has been teaching for over 16 years, and is proud of the students because they do a wonderful job learning about the principles and elements of design. They also explore different mediums, study artists and art periods. Ms. Peterson invited them to view K-12 art at the annual Districtwide Art Show at the Tucson Mall on April 10-24, 2024.

Ms. Cox Golder thanked her for inspiring students and presented Ms. Peterson with a certificate of recognition. A picture was taken of Ms. Peterson, Mr. Trimble, the Governing Board and Superintendent Jaeger.

6. ANNOUNCEMENT OF DATE AND TIME OF THE NEXT REGULAR GOVERNING BOARD MEETING

President Baker announced that the next Regular Governing Board meeting will be held on Tuesday, March 5, 2024 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

7. RECOGNITIONS

A. Recognition of Amphitheater School District 2024 Spelling Bee Winners

Superintendent Jaeger asked Bethany Papajohn, Painted Sky Elementary School Principal and Spelling Bee Chairperson to introduce the 2024 District Spelling Bee winners. Ms. Papajohn explained this year's Spelling Bee was very competitive because the students were all such excellent spellers. She thanked Superintendent Jaeger for his welcome, Michelle Valenzuela for being the announcer, Ms. Day, Tassi Call, Matt Munger and Jason Weaver for acting as judges, and Sam Henson for taking pictures. Ms. Papajohn also thanked Canyon del Oro High School administration and staff for hosting the District Spelling Bee at their school as well as the upcoming Pima County Spelling Bee.

Ms. Papajohn introduced first place winner Sophie Linn from Wilson K-8 School, Second place winner Kyrie Moog from Painted Sky Elementary School, Third place winner Alex Means from Innovation Academy, Fourth place winner Melody Yu, Innovation Academy, and Fifth place winner Claire Braddy, Coronado K-8, who will serve at an alternate at the Pima County Spelling Bee.

Ms. Day wished the spellers all the best at the upcoming Pima County Spelling Bee and presented each of the students with a certificate of recognition from the Governing Board. The students introduced their family members present. Ms. Day acknowledged Ms. Papajohn for her hard work to oversee the event.

A picture was taken with the students, Ms. Papajohn, Superintendent Jaeger and the Governing Board, to mark the occasion.

B. Recognition of Amphitheater High School Superintendent's Student Advisory Council

Superintendent Jaeger stated he was fortunate to have a student advisory council at each of the three high schools in the District. He asked Leighann Reynolds, Assistant Principal from Amphitheater High School, to introduce the students serving on this year's advisory council

from Amphitheater High School.

Ms. Reynolds explained that the students on the council are leaders on the campus and in the community and their service to the school is appreciated. Ms. Reynolds named the students on the council and introduced Julian Rangel and Mikayla Diaz who were present at the meeting. All of the council members' pictures were displayed in a PowerPoint presentation.

President Baker thanked the students for attending the meeting and serving on this valuable council. He asked the students if they wanted to introduce their guests. Both of the students named their family members present.

The students were presented with certificates of recognition from the Governing Board. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Reynolds, and the students to mark the occasion.

C. Presentation of Distinguished Service Awards

President Baker asked Superintendent Jaeger to introduce the awards.

Superintendent Jaeger stated that each month during the school year, a certificated and a support staff member are recognized with a Distinguished Service Award.

Superintendent Jaeger asked J. J. Letts, Principal of Coronado K-8 School and Classified Distinguished Service Award recipient, Sheri Northcraft, Lead Custodian, to come forward. Ms. Letts stated that many staff members thought she should be nominated for this award. She said Ms. Northcraft provides an invaluable service to the school, is the definition of distinguished service and embodies the Portrait of a Graduate characteristics.

A video presentation was shown honoring Ms. Northcraft for the work she has done.

Ms. Zibrat asked Ms. Northcraft if she would like to share anything. She was appreciative of receiving the award and thanked Ms. Letts, District staff members and her co-workers at Coronado.

Ms. Zibrat presented Ms. Northcraft with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

Superintendent Jaeger invited David Humphries, Principal of La Cima Middle School, and Certified Distinguished Service Award recipient, Nick Woodard, P.E. Teacher, to come forward. Mr. Humphries spoke about Mr. Woodard's contributions, dedication and service to the school community. He said he is creative, wears many hats and can be counted on to jump in where needed. In addition, he builds meaningful relationships with students and offers them ongoing support.

A video presentation was shown honoring Mr. Woodard for the work he has done in the District.

Ms. Zibrat asked Mr. Woodard if he would like to share anything. He thanked the Governing Board for the recognition, as well as Mr. Humphries, Julie Valenzuela, his colleagues and his wife for their support.

Ms. Zibrat presented Mr. Woodard with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

A picture was taken with Ms. Northcraft, Mr. Woodard, Ms. Letts, Mr. Humphries, the Governing Board, and Superintendent Jaeger to mark the occasion.

D. Recognition of National Board Certified Teacher Recipients and Renewals

Superintendent Jaeger said there are many teachers in the District that are National Board Certified. He spoke about the challenging work required to obtain the certification and the

dedication needed in order to maintain the certification and become recertified. He then asked Holly Reynolds, retired Amphi teacher and national board certification candidate facilitator to talk more about it.

Ms. Reynolds described the process to obtain the certification, which includes viewing many hours of their teaching techniques and compiling and analyzing student data. National board certified teachers are committed to being the best teachers they can be. She said at this time there are 13 candidates and 5 teachers working on their recertification.

Ms. Reynolds introduced this year's national board certified recipient Kayleigh Paul, from Rio Vista Elementary School. She said Thomas Edelbrock, from Cross Middle School, was not able to attend. The renewed national board certified recipients are Angela Sieminski, from Harelson Elementary School and herself.

President Baker said he was proud of their dedication to become National Board Certified teachers. He presented them with certificates of recognition. Ms. Paul thanked her family and her coworkers at Rio Vista Elementary School.

To mark the occasion, a photo was taken with Ms. Paul, Ms. Reynolds, the Governing Board and Superintendent Jaeger.

E. Recognition of the Arizona Technology in Education Association (AZTEA) Technology Director of the Year

Superintendent Jaeger said the award is another very prestigious honor and asked Ms. Call to talk more about it.

Ms. Call introduced Lauren McIntyre, Director of Instructional Technology. Ms. Call explained that the Arizona Technology in Education Association's mission is to expand technology access and provide high quality education for teachers and students in Arizona. Each year the association recognizes educators that have shown a deep commitment to educational technology in Arizona. Ms. Call read parts of the nomination submitted by Niki Tilicki.

Mr. Kopec presented Ms. McIntyre with a certificate of recognition and asked Ms. McIntyre if she wanted to share anything.

She said the award was greatly appreciated, and it reflects the amazing work that is being done in the District to make technology more accessible to the students. Ms. McIntyre thanked her husband and family.

To mark the occasion, a photo was taken with Ms. McIntyre, the Governing Board and Superintendent Jaeger.

F. Recognition of 2024 Arizona School Public Relations Association Communications Awards

Superintendent Jaeger stated these awards were received by the entire District Communications department, and he asked Ms. Valenzuela to come forward and to share more.

Ms. Valenzuela explained that the Arizona School Public Relations Association is an association of public relations professionals that work in public education departments in Arizona. Each year recognitions are awarded and the submissions are judged by public relations professionals from around the country. She noted that in their department the scope of their work requires that the staff collaborate with District personnel and each other. Ms. Valenzuela spoke about the Awards of Excellence they won:

- Video: CTE at Amphitheater Public Schools
- Video: 12 Days of Amphitheater

- Photography: Graduation in Photos
- Writing: 2023 Graduation Speech

In addition, they received an Award of Merit for:

- Newsletter: Communication Department Newsletter

On behalf of the Governing Board, Mr. Kopec thanked the Communications Department for their dedication and hard work. He presented them with certificates of recognition.

A photo was taken with Ms. Valenzuela, Beth Lake, Sam Henson, Edy Hearld, the Governing Board and Superintendent Jaeger.

8. CONSENT AGENDA

Details of agenda items, supporting documents, and presentations are available in the electronic Board Book by clicking on the hyperlink below.

[Amphitheater Public Schools Public View - BoardBook Premier](#)

President Baker asked if any items needed to be removed for further discussion or comment.

Superintendent Jaeger requested Item A. be held for separate consideration.

Ms. Cox Golder moved for Consent Agenda Items 8. B.-Q. be approved as presented. Ms. Day seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Consent Agenda Items 8. B.-Q. passed.

Superintendent Jaeger recommended Samantha Doyle for the position of Principal of Prince Elementary School for FY 2024-2025. He spoke about Ms. Doyle’s prior administrative experience with the District.

Ms. Cox Golder moved that Samantha Doyle be approved for the position of Principal of Prince Elementary School for FY 2024-2025. President Zibrat seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Motion passed.

Superintendent Jaeger recommended Christopher Trimble for the position of Principal of Wilson K-8 for FY 2024-2025. He said that Mr. Trimble is the current Principal at Walker Elementary School and was excited for him to be able to return to Wilson K-8 School.

Ms. Cox Golder moved that Christopher Trimble be approved for the position of Principal of Wilson K-8 for FY 2024-2025. President Zibrat seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Motion passed.

Superintendent Jaeger recommended Jennifer Flagg for the position of Assistant Principal of Canyon de Oro High School for FY 2024-2025. He spoke about Ms. Flagg’s prior work experience and background.

Ms. Cox Golder moved that Jennifer Flagg be approved for the position of Assistant Principal at Canyon de Oro High School for FY 2024-2025. President Zibrat seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Motion passed.

Superintendent Jaeger recommended David Garwacki for the position of Assistant Principal of Ironwood Ridge High School for FY 2024-2025. He spoke about Mr. Garwacki’s background and prior work experience.

Ms. Cox Golder moved that David Garwacki be approved for the position of Assistant Principal of Ironwood Ridge High School for FY 2024-2025. President Zibrat seconded the motion. Voice vote in favor – 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed – 0. Motion passed.

Superintendent Jaeger then invited everyone to a reception to welcome them.

To mark the occasion, a picture was taken with Ms. Doyle, Mr. Trimble, Ms. Flagg and Mr. Garwacki.

President Baker called for a break at 7:45 p.m.

The meeting resumed at 8:00 p.m.

A. Approval of Appointment of Administrative Personnel

Administrative personnel appointments were approved as listed in Exhibit 1.

B. Approval of Appointment of Non-Administrative Personnel

Non-administrative personnel appointments were approved as listed in Exhibit 2.

C. Approval of Personnel Changes

Certified and classified personnel changes were approved as listed in Exhibit 3.

D. Approval of Leave(s) of Absence

D. Approval of Leave(s) of Absence were approved as listed in Exhibit 4.

E. Approval of Separation(s) and Termination(s)

Separations and terminations were approved as listed in Exhibit 5.

F. Approval of Stipend for Coaching Volunteers

Stipend for Coaching Volunteers were approved as listed in Exhibit 6.

G. Approval of Fiscal Year 2024-2025 Form of Contract for New-to-the-District Candidates

The Governing Board approved Fiscal Year 2024-2025 Form of Contract for New-to-the-District Candidates as submitted in Exhibit 7.

H. Approval to Provide Post-Retirement Employment Opportunities during the 2024-2025 Fiscal Year

Provide Post-Retirement Employment Opportunities during the 2024-2025 Fiscal Year were approved.

I. Approval of Minutes of Previous Meeting(s)

The Governing Board approved minutes from the January 9, 2024 and January 23, 2024 meetings as submitted in Exhibits 8-9.

J. Approval of Vouchers Totaling and Not Exceeding Approximately \$3,673,704.63

A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as submitted in Exhibit 10.

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1182	\$134,277.73	1183	\$204,673.16	1184	\$430,569.70
1185	\$278,010.56	1186	\$635,114.27	1187	\$141,076.86
1189	\$3,649.64	1191	\$220,024.88	1192	\$20,457.50
1193	\$63,928.11	1194	\$136,627.04	1195	\$83,141.01
1196	\$232,758.02	1197	\$4,100.18	1198	\$11,077.20
1199	\$61,985.89	1200	\$729,130.05	1201	\$136,474.51

K. Acceptance of Gifts

Gifts were accepted by the Governing Board as submitted in Exhibit 11.

L. Approval of Parent Support Organization(s) - 2023-2024

The Governing Board approved Amphi Baseball Booster Club, Cross Choir and Drama Boosters, IRHS Softball Booster Club for the 2023-2024 school year as submitted in Exhibit 12.

M. Approval of One-Time Increase to Job Order Contract Limit

The Governing Board approved One-Time Increase to Job Order Contract Limit.

N. Award of Contract for Pre-School and After-School Physical Activity Classes-Based Upon Responses to Request for Proposal (RFP) 2324007

The Governing Board approved Award of Contract for Pre-School and After-School Physical Activity Classes Based Upon Responses to Request for Proposal (RFP) 2324007 to B.E.S.T, My Gym, Buddy the Ball, Little Scholar, TGA Tucson, AYSO, Play-Well, and Athletes Global.

O. Award of Contract for Emergency Generator for Amphitheater High School (AHS)-Based Upon Responses to Request for Bid (RFB) 2324004B

The Governing Board approved Award of Contract for Emergency Generator for Amphitheater High School (AHS)-Based Upon Responses to Request for Bid (RFB) 2324004B to LightDay Solar Inc.

P. Approval of Arizona Department of Administration School Facilities Division Building Renewal Grants

The Governing Board approved the Arizona Department of Administration School Facilities Division Building Renewal Grants as submitted in Exhibit 13.

Q. Approval of Out of State Travel

The Governing Board approved requests for out of state travel as listed in Exhibit 14.

9. INFORMATION

A. Superintendent's Report

For the Superintendent's Report PowerPoint see Exhibit 15.

Superintendent Jaeger shared photo highlights of events around the District.

He thanked all of the volunteers, businesses, students and community members who participated in this year's Oro Valley Cup. He explained that the annual golf tournament is the largest fund raiser for all three of the Project Grad nights at our high schools.

Superintendent Jaeger talked about Teen Maze. He said it is an interactive event held at all three of the high schools. It gives high school sophomores a feel for some of the real-life consequences of choosing to use alcohol, marijuana and prescription drugs. Ironwood Ridge High School held their Teen Maze on January 19, Canyon del Oro High School on February 6, and Amphi High School is scheduled to host the program on March 1.

He noted another high school event held recently for eighth graders in the District. The students had the chance to visit the high schools in their feeder patterns to learn more about Career and Technical Education (CTE) programs and see what is in store for them next year.

He shared that Prince Elementary School hosted educators from across Pima County, showcasing their successful implementation of AVID. At the event, visitors to Prince Elementary School were able to observe Prince's noted and recognized integration of AVID strategies school-wide, witness teachers using AVID strategies, and see how AVID has provided students with voice and agency in their learning.

Superintendent Jaeger reported that Founding Father, inventor, writer, and storm chaser

“Benjamin Franklin” visited Copper Creek Elementary School last month to talk about his life, the times he lived in and how he produced some of his inventions.

He spoke about an event at Innovation Academy. Members of the Tucson Symphony Orchestra visited fourth and fifth graders to answer some questions, perform a few musical pieces, and inspire some kids to take up instruments in the future.

Superintendent Jaeger said that three of our new administrators, Assistant Principal Katherine Sheffield and Instructional Support Assistant Paul Avila, both from Amphi Middle School, and Assistant Principal Emily Rios of Ironwood Ridge High School, have completed this year’s New Leader Academy. Throughout the year, new administrators have the opportunity to learn about Amphitheater and the roles, duties and responsibilities of administrators in our District.

He thanked the entire Human Resources department and District staff for hosting a successful Career Fair recently. The fair brought out almost 130 candidates, which is more than we have seen in recent years.

Superintendent Jaeger recapped that as part of the District’s Portrait of a Graduate celebration initiative, January was Collaboration Month. Photos showed students at Amphi Middle School, and Coronado K-8 students working together, and Amphi High dual enrollment students teaching preschoolers American Sign Language (ASL). For February, the focus is Problem-Solving.

He reported that Jordan Castle, from Canyon del Oro High School, is one of this year's finalists for the UArizona High School Teacher of the Year Award. At a recent U of A Basketball game, Jordan was recognized during halftime.

B. Status of Construction Projects

For the Status of Construction Projects report see Exhibit 16.

Superintendent Jaeger invited Mr. La Nasa to give an update on the construction projects in the District.

Mr. LaNasa reported that many projects were completed over the winter break. He then highlighted some of the projects.

Amphitheater High School (AHS) Bond projects include backup generators for MDF rooms, Campus to Clothing Bank and performing arts center access controls, improvements to storm water drainage and building H hallway. Building E parking lot restoration and the central plant 1 VFD installation have been completed. Building Renewal Grant (BRG) projects include the central plant (CP) #2 and #3 hot water lines and cooling tower replacements. Additional projects include phase I east campus and phase II west campus roof replacements. buildings 800, DN and south gym Heating, Ventilation, and Air Conditioning (HVAC) conversion, and replacement of the 200 wing electric feeder and 800 building water line. The 300 wing structural repairs (phase II) have been completed.

Canyon del Oro High School (CDO) Bond projects include the installation of bottle fillers, central plant triple duty valve and campus access controls. BRG projects include the north gym evaporative cooler to air conditioning conversion (summer project). Phase I west campus and phase II east campus weatherization have been completed.

Ironwood Ridge High School (IRHS) Bond projects include building D access control installation. CP plant control valve replacements have been completed. BRG projects include the weatherization of the academic buildings and classroom A133 carpet replacement.

Amphitheater Middle School (AMS) Adjacent Ways projects include the competition of sidewalk R&R. BRG projects include the library roof replacement.

Copper Creek Elementary School Bond projects include upgrades to the central plant cooling tower and pump. BRG projects include the MPR roof replacement-now complete.

Coronado K-8 School Bond projects include the installation of bottle fillers.

Cross Middle School Bond projects include the installation of bottle fillers. BRG projects include the campus weatherization assessment.

Donaldson Elementary School Bond projects include the completion of the reconstruction of the main parking lot. Adjacent Ways projects include the completion of the fire lane reconstruction during winter break.

Harelson Elementary School Bond projects include the installation of bottle fillers. BRG projects include the campus roof assessment.

Innovation Academy Bond projects include the central plant chiller replacement.

La Cima Middle School ESSER projects include the central plant chiller replacement (summer 2024). BRG projects include the campus roof assessment and campus weatherization design.

Land Lab Bond projects include building D restroom HVAC improvements.

Mesa Verde Elementary School BRG projects include the completed replacement of the campus roof.

Nash Elementary School Bond projects include the replacement of the playground equipment. BRG projects include the campus roof assessment.

Painted Sky Elementary School Bond projects include the replacement of the kitchen flooring over winter break. BRG projects include a campus weatherization assessment and replacement of the fire alarm and boiler # 2.

Prince Elementary School Bond projects include building C ductwork, flooring and lighting. BRG projects include the campus roof replacement, weatherization and the CP cooling tower (spring break project).

Rio Vista Elementary School Bond projects include playground improvements. The security fence gate and MDF HVAC improvements have been completed.

Walker Elementary School Bond projects include the completion of building I HVAC replacement.

Wilson K-8 School Bond projects include speed bump replacements and the completion of the track and basketball court resurfacing. BRG projects include the MPR stage HVAC and roof replacement, hot water line replacement and the campus weatherization.

Wetmore District Office ESSER project includes the HVAC replacement.

Mr. La Nasa reported that the School Facilities Division (SFD) Building Renewal Grant (BRG) award received by the District totaled \$322,253.00. He said some changes have been made to the SFD award system for roofing and weatherization projects. A change that affects the District is that they will only review these projects twice a year, in January and August. Mr. La Nasa noted that while the changes are not ideal, the facilities staff will be learning to work within the new guidelines.

He offered to answer any questions. There were none.

President Baker thanked him for his report.

10. PUBLIC COMMENT

Rebecca Green, Amphi Education Association Vice President and District teacher, spoke about the need to attract and retain quality teachers. She talked about the collaborative effort by the meet and confer teams and was extremely proud to be on the team. Ms. Green noted that everyone involved is solution focused, and have worked to increase new teacher salaries, and market wage adjustments for all staff. Additionally, there will be a District-wide 2% increase and a retention stipend for returning employees for the 2024-2025 school year. She said there are details that need to be finalized and thanked the Governing Board for approving the changes that have been presented to them.

11. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS

There were no requests.

President Baker announced the open portion of the meeting has concluded, and the Governing Board will be moving to Executive Session to conclude agenda item 2. D.

Vice President Zibrat moved that the Board go into an Executive Session to address the matter D. identified in item 2. of the Board’s agenda and pursuant to the legal authorities listed on the agenda under item 2. Ms. Day seconded the motion. Voice vote in favor- 5. President Baker, Vice President Zibrat, Ms. Cox Golder, Ms. Day, and Mr. Kopec. Opposed-0.

President Baker proclaimed they were in Executive Session at 8:26 p.m.

The meeting resumed at 9:15 pm.

12. ADJOURNMENT

Ms. Cox Golder moved to adjourn. Mr. Kopec seconded the motion. There was no discussion. Voice vote in favor – 3. President Baker, Ms. Cox Golder, and Mr. Kopec. Opposed – 0. The meeting adjourned at 9:15 p.m.

Jen Anderson Gretchen Hahn

Minutes respectfully submitted for Governing Board Approval
Jennifer Anderson, Executive Assistant to the Superintendent & Governing Board
Gretchen Hahn, Governing Board Office Secretary

March 4, 2024
Date

March 5, 2024
Date

Scott K. Baker Ph. D., Governing Board President



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Vouchers Totaling and Not Exceeding Approximately \$4,019,502.49

BACKGROUND:

A copy of the vouchers for goods and services received by Amphitheater Public Schools and recommended for payment has been provided to the Governing Board.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve payment of the vouchers as presented.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: March 4, 2024

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Acceptance of Gifts

BACKGROUND:

Donations detailed on the attached listing have been received by the District.

RECOMMENDATION:

It is the recommendation of the Administration that the above gifts be accepted by the Governing Board.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: February 21, 2024

Todd A. Jaeger, J.D., Superintendent

	Gifts and Donations List	
Gifts and Donations		03-05-24
Ck in the amount \$1,000.00	Center for the Future of Arizona	Wilson K-8 School
Ck in the amount \$224.00	Frontstream	Cross Middle School
Classroom Supplies	Child & Family Resources	Holaway Preschool
Classroom Supplies	Child & Family Resources	Walker Preschool
Classroom Supplies	Child & Family Resources	Nash Preschool
Ck in the amount \$32.00	Frontstream	Walker Elementary School
Ck in the amount \$736.00	American Online Giving Foundation	Painted Sky Elementary School



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Parent Support Organization(s) – 2023-2024

BACKGROUND:

Approval of the following Parent Support Organization(s) pursuant to District Policy KBE-R:

CDO Baseball Booster Club

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve this (these) organization(s).

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: February 27, 2024

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent

AMPHITHEATER PUBLIC SCHOOLS PARENT SUPPORT ORGANIZATIONS
ANNUAL APPLICATION FOR GOVERNING BOARD APPROVAL

School Year 2023-2024

Name of Organization CDO Baseball Booster Club

School Canyon del Oro High Sch

Related Student Organization or Club _____

Taxpayer I.D. 83-1819137

OFFICERS:

Name: Wendy Reid

Name: Mary Cliff

Office Held: President

Office Held: Treasurer

Address: _____

Address: _____

E-mail: _____

E-mail: _____

Phone(s): _____

Phone(s): _____

Date taking office: 06/01/23

Date taking office: 06/01/23

Name: Kristen Alvarez

Name: Letty Boone

Office Held: Vice President

Office Held: Secretary

Address: _____

Address: _____

Phone(s): _____

Phone(s): _____

Date taking office: 06/01/23

Date taking office: 06/01/23

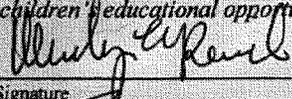
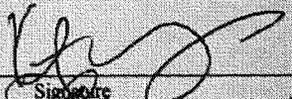
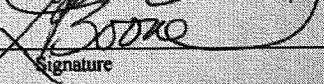
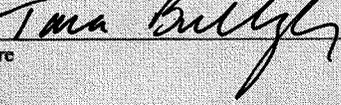
FOR ADDITIONAL OFFICERS, PLEASE ADD A SEPARATE, ATTACHED SHEET.

- Formal Non-Profit Please Attach:
- 1) Articles of Incorporation (first year only)
 - 2) I.R.S. Determination Letter (first year only)
 - 3) Annual budget, goals and objectives
 - 4) Current operating by-laws
 - 5) Last fiscal year AZ Corporation Commission Annual Report
 - 6) Last fiscal year I.R.S. Form 990 Annual Report
 - 7) Most recent treasurers financial report
 - 8) Most recent bank statement
- Informal Non-Profit Please Attach:
- 1) Annual budget, goals and objectives
 - 2) Current operating by-laws
 - 3) Most recent treasurers financial report
 - 4) Most recent bank statement

Are two signatures required on disbursements? Yes No By-laws reviewed annually? Yes No

Member meetings held how often? As Needed Executive meetings held how often? As Needed

As officers, we hereby agree to abide the By-Laws of our organization, attend annual district-provided Parent Support Group training, and follow the district's Guidelines For Operation And Financial Responsibility while we strive to improve our children's educational opportunities where support is needed.

	<u>10/18/2023</u>		<u>10/18/2023</u>
Signature	Date	Signature	Date
	<u>10/18/2023</u>		<u>10/18/2023</u>
Signature	Date	Signature	Date
Site Administrator's Approval: 		Date	
Signature		Date	

For district use: Finance Department recommendation: approved
Governing Board Agenda date: 2/27/24

FEB 8 '24 PM 1:30



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Receipt of January 2024 Report on School Auxiliary and Club Balances

BACKGROUND:

Arizona Revised Statutes §§15-1121 and 15-1125 provide for the operation of Student Activity and Auxiliary Operations funds respectively. The Uniform System of Financial Records for Arizona School Districts (USFR) outlines procedures to be followed by school districts in the disbursements of monies from either of these funds. One requirement for operational compliance is to provide a report to the Governing Board summarizing the transactions for the month.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board receive the report of School Auxiliary and Club Balances.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: February 21, 2024

Todd A. Jaeger, I.D., Superintendent

**Amphitheater Public Schools
 Summary of Activity for All Schools
 Auxiliary Account
 For the Month Ending January 31, 2024**

Beginning Balance	\$	3,420,208.65
Plus Deposits		250,700.79
Less Disbursements		<u>(219,863.14)</u>
Ending Book Balance For All Schools	\$	<u>3,451,046.30</u>
Outstanding Deposits		(320,778.07)
Outstanding Checks		<u>102,262.08</u>
Ending Bank Balance For All Schools	\$	<u>3,232,530.31</u>

**Amphitheater Public Schools
 Summary of Activity for All Schools
 Student Activity Accounts
 For Month Ending January 31, 2024**

Beginning Balance	\$	720,644.92
Plus Deposits		47,601.12
Less Disbursements		<u>(84,740.26)</u>
Ending Book Balance For All Schools	\$	<u><u>683,505.78</u></u>
Outstanding Deposits		(19,973.24)
Outstanding Checks		<u>71,182.39</u>
Ending Bank Balance For All Schools	\$	<u><u>734,714.93</u></u>

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account Club Balances
For Month Ending January 31, 2024**

<u>Amphi Middle School</u>	
Student Gov't	3,150.77
AVID	154.58
Culture Exchange	146.07
MESA Club	148.06
NJHS	178.52
Odyssey of the Mind	752.17
Science Club	1,511.52
Sports Academy	30.00
Yearbook	2,402.16
Amphi Middle School Total	\$ 8,473.85
<u>Copper Creek Elementary</u>	
Student Council	4,077.41
Accelerated Reader Club	-
Turquoise Times	32.28
Copper Creek Total	\$ 4,109.69
<u>Coronado K-8 Schools</u>	
Elementary Student Council	4,858.12
Middle School Student Council	3,997.47
Astronomy/Space & Science	221.76
Band	3,951.05
C.H.O.I.C.E.S.	879.04
Chorus	1,319.41
Coronado FCA	42.00
Coronado Musicians Club	1,120.05
Indoor Percussion Club	755.00
Kids Helping Kids	339.13
NEHS	41.00
National Junior Honor Society	4,672.84
Odyssey of the Mind	1,577.35
Orchestra	930.57
Running Club	3,152.56
Wrestlers Club	871.70
Coronado Total	\$ 28,729.05
<u>Cross Middle School</u>	
Student Council	3,809.08
6th Grade Club	282.15
Band Club	1,960.92
Choir Club	2,116.40
Future Problem Solvers	145.00
Guitar Club	2,088.46
Life Skills Exploratory Club	142.96
Math Counts	242.87
Musical Theater Club	1,315.32
NJHS	1,845.76
Orchestra Club	4,017.72
PE Club	3,162.13
Star Club	2,313.57
Tri-M Club	335.31
Web Club	3,898.09
Cross Middle School Total	\$ 27,675.74

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account Club Balances
For Month Ending January 31, 2024**

<u>Donaldson Elementary</u>	
Student Council	2,565.55
Donaldson Total	\$ 2,565.55
<u>Harelson Elementary</u>	
Student Council	1,327.29
5th Grade Activities	125.36
Track	307.65
Harelson Total	\$ 1,760.30
<u>Holaway Elementary</u>	
Student Council	856.24
Holaway Total	\$ 856.24
<u>Innovation Academy</u>	
Student Council	1,327.01
Algebra Club	519.25
Entrepreneur Club	327.86
Odyssey of the Mind	801.69
Innovation Academy Total	\$ 2,975.81
<u>Keeling Elementary</u>	
Student Council	930.71
Keeling Total	\$ 930.71
<u>La Cima Middle School</u>	
Student Council	5,298.07
NJHS	1,095.90
La Cima Total	\$ 6,393.97
<u>Mesa Verde Elementary</u>	
Student Council	4,616.31
Mesa Verde Total	\$ 4,616.31
<u>Nash Elementary</u>	
Student Council	1,634.36
Nash Total	\$ 1,634.36
<u>Painted Sky Elementary</u>	
Student Council	3,199.14
Nature Shop	929.20
Orchestra	379.74
Band	479.45
Chorus	653.42
Milers	1,716.75
OM	951.79
Bagel & Books	-
Sign Language	152.00
Algebra	-
Yoga	-
NEHS	470.06
Garden Club	-
Math Club	23.00
Sewing Club	-
Art Club	209.84
Sports Club	120.01
Painted Sky Total	\$ 9,284.40

Amphitheater Public School District #10

**Elementary/Middle Schools
Student Activity Account Club Balances
For Month Ending January 31, 2024**

Prince Elementary

Student Council	760.97
Prince Total	\$ 760.97

Rio Vista Elementary

Student Council	981.94
Rio Vista Total	\$ 981.94

Walker

Student Council	2,305.88
Fitness Fanatics	257.90
Odyssey of the Mind	2,848.80
Walker Total	\$ 5,412.58

Wilson

Student Council	9,107.14
Algebra Club	473.77
Archery Club	882.67
Art Club	2,906.76
Elementary Art	280.00
Elementary Choir	908.06
GameMakers	210.00
MS Choir	2,920.92
MS Theater Club	394.64
National Junior Honor Society (NJHS)	1,552.67
Odyssey of the Mind	566.83
Robotics Club	1,078.53
Science Club	60.00
Science Club K-2	1,392.61
STEM Club	1,865.06
Yearbook Club	2,088.80
Wilson Total	\$ 26,688.46

Total K-8 Club Balances	\$ 133,849.93
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Plus: Outstanding Checks	3,642.06
Less: Outstanding Deposits (Inc CC's)	(559.00)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-

Bank Balance	\$ 136,932.99
---------------------	----------------------

Sweep Account	\$ 136,932.99
	0.00

**Amphi High School
Student Activity Account
Schedule of Club Balances
For the Month Ending January 31, 2024**

1001 Student Council	\$ 10,536.08	1450 Debate Club	\$ 2,137.50
1035 Art Club	1,056.01	1470 Soccer -Girls	116.76
1070 Band Club	674.18	1480 Link Crew	-
1080 Baseball	1,884.14	1520 Media Club	1,223.37
1085 Golf -Boys	-	1560 National Honor Society	203.12
1110 Basketball -Girls	672.63	1590 Odyssey of the Mind	876.16
1113 Drama Club	1,079.21	1600 Orchestra Club	1,006.17
1115 Choir Club	5,814.43	1631 Panther Popcorn	2,986.98
1120 AVID Club	982.68	1740 ASL Club	2,708.25
1128 Mt. Bike Club	-	1744 Auto Skills USA Amphi Chapter	2,339.25
1145 AHS Chess Club-GOT	20.00	1745 Soccer -Boys	112.82
1172 Dance Club	82.46	1770 Softball Club	1,510.08
1180 Basketball -Boys	4,452.43	1780 Spanish Club	1,696.61
1200 Panther Partners Club	2,539.15	1785 AHS Spiritlines	1,126.76
1227 Yearbook Club	1,231.49	1790 Cross Country Club -Girls	1,085.70
1234 FFA Club	2,569.47	1803 HOSA Club	1,324.08
1235 FFA - Fair Checks	19,261.66	1830 Swim Club	1,062.89
1240 Fut Comp Scientists of AHS	2,823.41	1835 Tennis -Girls	11.72
1245 French Club	2,359.11	1840 Tennis -Boys	173.84
1255 Photo Club	4,108.41	1850 Tech Theater Club	380.68
1261 The Game Club	51.00	1860 Trackers - Track & Field Club	13.38
1265 Equality Club	564.00	1900 Volleyball -Girls	2,449.73
1280 Greenhouse Club	62.70	1905 Beach Volleyball	4,779.50
1290 Wrestling	484.45	1950 Bookstore Over/Short	0.52
1300 Football Club	1,585.58		
1310 Inter Act Club	1,419.25		
1350 Volleyball -Boys	109.35		

Amphi High School Total Clubs	\$ 95,749.15
Plus: Outstanding Checks	4,857.09
Less: Outstanding Deposits (Inc CC's)	(583.10)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
Bank Balance	\$ 100,023.14

Sweep Account \$ 100,023.14
0.00

**Canyon Del Oro High School
Student Activity Account
Schedule of Club Balances
For the Month Ending January 31, 2024**

1001 Student Council	\$ 56,270.41	1400 HOSA-Bio Science	\$ -
1020 Academic Decathlon	6,221.11	1420 IB Club	259.47
1031 Black Excellence Student Union	231.50	1425 Anime Club	-
1033 Awareness	15.00	1470 Soccer -Girls	-
1034 AM Art Club	203.00	1480 Link Crew	399.61
1050 Amphi All-Stars Club/Special Olympics	472.84	1530 Model United Nations	208.84
1070 Band Club	1,505.00	1560 National Honor Society	1,164.19
1081 Be Kind /Ben's Bell Club	465.64	1590 Odyssey of the Mind	5,983.48
1083 Biology Club	900.97	1600 Orchestra Club	9.55
1084 Bowling Club	81.52	1650 Psychology Club	28.00
1085 Golf -Boys	14,556.92	1710 Math Club	-
1110 Basketball -Girls	3,897.15	1740 Sign Language Club	186.02
1111 Book Club	20.62	1742 Senior Spirit Squad	632.82
1113 Drama Club	7,966.60	1743 Skills USA Architecture	3,171.41
1115 Choir	3,290.35	1744 Skills USA Autos	10,836.32
1118 Engineering Club	360.91	1745 Soccer -Boys	27.60
1128 Mountain Bike	-	1770 Softball Club	2,245.35
1140 Chemistry Club	750.15	1780 Spanish Club	688.22
1145 Chess	1,229.42	1785 Spiritline/ Cheer	2,289.66
1150 Culinary Arts/FCCLA	4,031.07	1786 Stunt & Cheer	9,882.86
1155 Catering	12,833.94	1790 Cross Country	5,177.07
1172 Dance	6,695.60	1800 Sports Medicine- HOSA	2,461.64
1174 Street Hip Hop Club	-	1801 Athletic Training After Teaching (ATAT)	-
1180 Basketball -Boys	-	1830 Swim Club	-
1200 Dream Team	8,834.30	1835 Tennis -Girls	5,232.81
1220 Girls Who Code Club	-	1840 Tennis -Boys	2,022.60
1224 Entrepreneurship Club	1495.00	1860 Track & Field Club	14,443.30
1225 Environmentalist Club	463.12	1865 TRI-M Club	1,068.44
1226 Early Childhood	5751.01	1880 Unicycle	-
1227 Yearbook	8553.17	1900 Volleyball -Girls Club	-
1230 FCA Club	5.00	1905 Volleyball -Beach	4,502.98
1245 French Club	126.76	1911 Poetry Club	-
1250 FBLA	174.00	1913 CDO Magic the Gathering	-
1254 Fashion Photography	33.00	1914 The 3D Printing Club	-
1255 Photography Club	1268.86	1915 CDO Pickleball Club	211.22
1267 LGBTQ+	266.62	1916 Podcast Club	-
1270 German Club	394.98	1917 Clay Club	312.22
1275 Golf -Girls	753.33	1918 CDO Newspaper Club	-
1290 Wrestling	11451.41	1919 Literature Club	-
1300 Football Club	275.53	1940 Decision Point Club	-
1310 Interact	-	1950 Bookstore Over/Short	-
1341 Suicide Awareness Club	-	1989 Taylor Nation (Dorado version)	-
1345 Take-A-Hike Club	-		
1350 Volleyball -Boys	277.87		

CDO High School Total Clubs \$ 235,569.36

Plus: Outstanding Checks 13,445.14

Less: Outstanding Deposits (Inc CC's) (2,686.14)

NSF Checks/Void/Stale/Account Adj

Deposit Error/Adjustments

Bank Balance \$ 246,328.36

116 Sweep Account \$ 246,328.36
0.00

**Ironwood Ridge High School
Student Activity Account
Schedule of Club Balances
For the Month Ending January 31, 2024**

1001 Student Council	\$ 53,489.26	1430 Key Club	\$ 1,131.49
1035 Art Club	1,706.53	1450 Speech & Debate	-
1040 Photography/Skills USA	-	1470 Soccer -Girls	19,865.01
1070 Band Club	240.51	1530 Model United Nations	4,000.10
1080 Baseball	1,214.47	1560 National Honor Society	4,999.06
1085 Golf -Boys	3,831.76	1595 Japanese	53.74
1095 Ridge Audio	7,074.69	1600 Orchestra Club	3.75
1110 Basketball -Girls	417.78	1630 Journalism	8,019.87
1113 Drama	419.30	1700 Club Green	1,418.64
1115 Choir	2,356.80	1740 Sign Language	399.00
1125 Silver Singers	-	1745 Soccer -Boys	12,349.95
1128 Cycling Club	-	1750 Robotics Club	2,029.68
1150 Culinary Arts	4,163.20	1760 Rock & Metal	-
1173 Pomline	2,455.29	1770 Softball Club	230.01
1180 Basketball -Boys	1,448.86	1785 Spirit-Cheer Club	12,966.10
1203 Pop till you Drop	684.63	1790 Cross Country	906.13
1226 Early Childhood	80.00	1800 Sports Medicine	1,026.19
1227 Yearbook	5,435.41	Healthcare - HOSA	-
1250 FBLA-Future Business Leaders	-	1830 Swim Club	7,196.90
1256 Film	1,355.89	1835 Tennis -Girls	1,164.25
1260 Gaming	114.95	1840 Tennis -Boys	6,169.97
1266 Q Club	399.57	1850 Tech Theater Club	78.53
1275 Golf -Girls	51.33	1860 Track & Field Club	-
1290 Wrestling	2,153.12	1900 Volleyball -Girls	15,966.88
1300 Football	16,407.72	1905 Volleyball -Beach	650.00
1345 Climbing Club	-	1910 So. AZ Veterans Heritage Club	2,932.35
1350 Volleyball -Boys	9,278.67	1940 Young Life	-
		1950 Bookstore Over/Short	-

IRHS School Total Clubs	\$ 218,337.34
Plus: Outstanding Checks	49,238.10
Less: Outstanding Deposits (Inc CC's)	(16,145.00)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
Bank Balance	\$ 251,430.44

Sweep Account \$ 251,430.44
0.00



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Award of Contract for E-Rate Category 2 Network Switches with Components, Wireless Access Points, Licensing & Power Supply (RFP) 2324013

BACKGROUND:

Request for proposal (RFP) 2324013 was published on www.AZPurchasing.org and www.PublicPurchase.com websites. Five vendors submitted proposals. The Evaluation Team scored the proposal based on the evaluation criteria listed in the RFP. The results were:

Hye Tech Network & Security Solutions, LLC– 99 points
GMI – 89 points
Logicalis – 15 points
ACP - 15 points
CDW – 15 points

These services are partially funded through the Federal E-Rate program.

RECOMMENDATION:

It is the recommendation of the Amphitheater School District to award the contract to Hye Tech Networks & Security Solutions, LLC.

INITIATED BY:

Scott Little

Scott Little, Chief Financial Officer

Date: February 27, 2024

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent

1. Cost. Must list tax and shipping charges separately as they are not part of the evaluation process. **(55 points)**

2. Requirements listed above have been met and three references from clients or school districts with a similar scope of materials as stated in this RFP have been provided. **(25 points)**

3. Vendor to provide a brief history of the company that includes its philosophy of doing business and prior experience with E-Rate providing similar services with school districts (if any). **(15 points)**

4. Responsiveness of Proposal to Include: Completed All Required Forms, Provided Requested Information, and Provided an Electronic Copy of Proposal **(5 points)**

Total: 100



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Award of Contract for Amphitheater High School 800 Wing CTE Renovation - Based Upon Responses to Invitation for Bids (IFB) 2324012

BACKGROUND:

Invitation for Bids 2324012 for the Amphitheater High School 800 Wing CTE Renovation was posted for 30 days on both the Arizona Purchasing site on www.AZPurchasing.org and www.publicpurchase.com. This solicitation requested pricing for the 800 Wing CTE Renovation. There were forty vendors who downloaded the solicitation from www.AZPurchasing.org and/or www.publicpurchase.com. Two vendors attended the mandatory pre-bid meeting/site inspection. Six vendors responded with a bid. The lowest responsive net bid amount is \$393,992.00 listed below:

CONTRACTOR	NET BID AMOUNT
Arizona Design	\$ 455,697.64
Building Excellence	\$ 451,058.00
A5 Des + Con	\$ 421,785.00
Chasse	\$ 420,495.00
Epic One	\$ 418,521.00
Marsh	\$ 393,992.00

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board award a contract to **Marsh Development** as determined by their responsive bid to IFB 2324012 for the Amphitheater High School 800 Wing CTE Renovation project.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: February 27, 2024

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Disposal of Surplus Property via PublicSurplus.com

BACKGROUND:

With Governing Board approval, the Administration will sell via an Internet-Based Online-Sale the following surplus property:

<u>Description</u>	<u>Quantity</u>
Cassette recorders	12
Projector's	4
Typewriter's	2
VCR's	13
Small record turn tables	7
Hatch Early Learning Kit (w/tablets)	4
Floor Scrubber	1
Trucks	15
Vans	6
Car	1

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board approve the disposal of surplus property at a competitive Internet-Based Online-Sale via PublicSurplus.com.

INITIATED BY:

Scott Little, Chief Financial Officer

Date: February 27, 2024

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Arizona Department of Administration School Facilities Division Building Renewal Grants

BACKGROUND:

The District submitted Building Renewal Grant (BRG) Applications to the Arizona Department of Administration School Facilities Division (SFD) to correct Minimum Adequacy Guideline deficiencies at District locations.

The SFD approved the following BRG Applications with Phase Grant funding to be awarded for each BRG:

- BRG-005751 – PSKY – Campus Wide Roof Replacement SF114241

The Governing Board is required to approve SFD Terms and Conditions for each BRG Application to accept the awards.

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board accepts the SFD Building Renewal Grants and authorize the Governing Board President to sign the attached Terms and Conditions.

INITIATED BY:

Richard C. La Nasa, Executive Manager, Operational Support

Date: March 4, 2024

Todd A. Jaeger, J.D., Superintendent

SCHOOL FACILITIES DIVISION

Adopted: December 4, 2008

Modified: November 4, 2009, June 23, 2010, July 11, 2012, October 9, 2013, April 6, 2016, December 8, 2016, October 4, 2017, July 11, 2018, January 8, 2020, May 6, 2020, May 4, 2022, April 5, 2023

TERMS AND CONDITIONS FOR ACCEPTANCE OF MONIES FROM BUILDING RENEWAL GRANT FUND

School District: Amphitheater Unified District

School: Painted Sky Elementary

BRG Project Number: BRG-005751

Project Title: PSKY - Campus Wide Roof Replacement - SF114241

1. PURPOSE OF TERMS AND CONDITIONS

These Terms and Conditions apply to the distribution of monies by the School Facilities Division (SFD, or "Division") from the Building Renewal Grant Fund ("Fund") pursuant to Arizona Revised Statutes, ("A.R.S.") §41-5732, §41-5701, and §41-5702.

These monies are being awarded to the District for the purpose of maintaining the adequacy of existing school facilities owned by school districts that are required to meet the minimum adequacy standards for student capacity and that fall below the minimum school facility guidelines found in A.A.C. Title 7, sections R7-6-101 through R7-6-276. Districts are prohibited from using monies from the Fund awarded pursuant to these Terms and Conditions on any project that is in a building, or part of a building, that is being leased to another entity. All monies used must be in compliance with the statutory requirements found in A.R.S. §41-5732, A.A.C. Title 7 section R7-1-101, and the Building Renewal Grant Policy adopted on October 2, 2008 and as subsequently amended, as well as any applicable session law.

2. TERM OF TERMS AND CONDITIONS

The term of these Terms and Conditions shall begin on the initial date of the performance period and shall continue until the project is closed, pursuant to Paragraph 4.2. A project shall be complete within 12 months per A.R.S. §41-5732.

2.1 ABANDONMENT OF THE PROJECT

A Project or phase grant may be considered to be abandoned if the acceptance process, including, the submittal of the purchase order(s) has not been completed by the District within four months of award of funding or the project has had no activity in over a 6 month period. In such an instance, the project or phase grant may be subject to administrative closeout and any monies awarded may be de-obligated from the project or phase grant and returned to the fund. Abandonment of a project does not relieve a District of its obligation to correct the deficiency and

maintain compliance with Minimum Adequacy Guidelines.

3. FINANCIAL CONDITIONS

The District will accept a grant from the Fund in accordance with all applicable state statutes and rules, and will expend the funds in compliance with all provisions of such statutes and rules, including but not limited to, the following:

- 3.1. Use of fiscal control and fund accounting procedures as prescribed in the Uniform System of Financial Records, which will ensure proper disbursement of, and accounting for, monies paid to the District from the Fund;
- 3.2. Compliance with the School District Procurement Rules adopted by the Arizona State Board of Education, the USFR purchasing guidelines;
- 3.3. Compliance with all applicable state, federal, and local codes and laws related to buildings and building access, including permitting requirements of the Department of Environmental Quality for any construction project;
- 3.4. Compliance with any applicable federal, state and local health or safety requirements;
- 3.5. Compliance with any applicable Division of School Facilities Performance Specifications;
- 3.6. The Division of School Facilities will require Design Scope Development meetings with the selected architect before any funding is made available for Construction phase grant. School district non-compliance with these Terms and Conditions may result in the delay of phase grant awards in Procurement and/or Construction;
- 3.7. Professional services deliverables will be submitted to the Division of School Facilities via activity reports before project and phase grant closeout to verify deliverables were successfully funded by the Building Renewal Grant Program.
- 3.8. Further requests for funds in the form of subsequent phases, change orders, supplemental funding requests, and other requests outside of the project scope as described in the Terms and Conditions may be deemed ineligible upon review by the Division staff. These determinations are appealable as authorized in A.R.S. § 41-5702 (A) (5) (i). Staff will provide guidance and technical assistance to the district in meeting program requirements. The final determination of the SFD or the Board are appealable agency actions as detailed in § 41-5702 (A)(5) (i) and subsection and 8. of these Terms and Conditions.
- 3.9. Failure to comply with any term or condition required by this Agreement may result in a delay in the processing of payment applications and change orders.

3.1 UNIFORM SYSTEM OF FINANCIAL RECORDS

The District will maintain records as required by the Uniform System of Financial Records and provide access to those records to the SFD as necessary to perform its duties. The District will cooperate with the SFD or the Auditor General or any of their authorized representatives when

audits are conducted as authorized by law. This cooperation includes access without unreasonable restrictions to the District's records and personnel for the purpose of obtaining relevant information.

3.2 SURPLUS FUNDS

If the final cost of the Project or the phase grant is less than the amount awarded by the SFD, the SFD shall de-obligate the remaining monies from the project or phase grant at closeout.

3.3 SCOPE OF WORK / UNFORESEEN CONDITIONS

The District shall notify the DSF if any unforeseen conditions arise during project implementation. The SFD will direct the District on how to proceed. The District must submit an executable Change Order which includes the signature of the District Representative, Architect, and contractor prior to receiving written approval from the Division to proceed. The Change Order is not considered executed until signed by the SFD. The Change Order will also indicate any changes to the contract value, contract schedule, and contract scope. No work shall proceed without a fully executed Change Order. Any work the school district approves prior to the executed change order is the financial responsibility of the school district.

Pursuant to A.R.S. §41-5701.02.I.2., if a school district approves (If the District issues a purchase order or authorizes start of the work) work referenced in a change order before the SFD approves the Change Order, the school district is responsible for the cost and construction of the project ('The Project' is defined for the purposes of the Change Order as the work defined in the Change Order).

3.4 LOCAL FUNDS

If the District intends to supplement the Project or phase grant with additional funds, the District shall provide to the SFD an itemized purchase order signed by a District representative authorized to make the expenditure. The District's purchase order shall clearly indicate the funding source and the amount being committed in each project or phase grant.

Elective upgrades to facilities, excluded spaces in excess of 10%, district administrative spaces, grade configuration updates of facilities, or program changes limited by "built as designed" plans are ineligible for BRG funds, notwithstanding campus-wide and/or multi-building building systems, such as, but not limited to fire alarms, intercoms, central plants, wastewater treatment plants and wells.

3.5 DISBURSED FUNDS

Any work the school district approves prior to receiving an award notice or an executed change order is the financial responsibility of the school district. The District shall return any disbursed monies to the SFD, and reimburse the Fund for monies spent without proper authorization from the SFD within thirty (30) days of being notified by the SFD.

3.6 FUTURE REPAIRS – THIS SECTION SURVIVES THE TERMINATION OF THIS AGREEMENT

To the extent allowed by law, if the District has contributed local funds to pay for an upgrade of the Project beyond that required by the minimum school facilities guidelines; any increase in the cost of a future repair or replacement shall be paid for proportionally according to the original cost sharing.

4. REPORTING REQUIREMENTS

The District will make reports to the SFD as requested, and will cooperate with any evaluation of the grant and/or project as required by the SFD. All expenditures and projects are subject to audit. All construction and related contracts entered into by the District shall contain a clause that will permit the SFD and/or the District to audit the contract.

4.1 PUBLIC RECORD

Any application, report or plan, including school designs or architectural drawings relating to the funded Project in the possession of the District or its agents or designees is deemed a public record as defined by Arizona law.

4.2 FINANCIAL REPORT AND PROJECT / PHASE GRANT CLOSEOUT

The District shall complete a final financial report in each phase grant before initiating an application for subsequent phase grants. The project closeout shall be completed upon submission of the final project payment request.

The District shall maintain records for five years following the completion of the project, which show:

- a. The amounts received from the Fund;
- b. How the District spent the monies received from the Fund;
- c. The total cost of the project and each phase grant;
- d. The share of the total cost provided from other sources;
- e. A list of all change orders that were approved and denied for each phase grant.

5. INSURANCE REQUIREMENTS

For all construction projects, the District agrees to secure insurance coverage for purposes of general liability, property damage and workers' compensation and secure performance and payment bonds. Projects as a result of weather-related or other insurable incidences shall be initiated by an insurance claim and partnerships reported.

6. AUDIT OF RECORDS

Pursuant to A.R.S. §§ 35-214 and 35-215, the District shall retain and shall contractually require

each subcontractor to retain all data, books and other records ("records") relating to these Terms and Conditions for a period of five years after completion of these Terms and Conditions. All records shall be subject to inspection and audit by the State for five years after the termination of these Terms and Conditions.

7. AVAILABILITY OF FUNDS

Every payment obligation of the State under these Terms and Conditions is conditioned upon the availability of funds allocated for the payment of such obligations. If funds are not allocated and available for the continuance of the Project or phase grant, these Terms and Conditions may be terminated by the State at the end of the period for which funds are available. No liability shall accrue to the State in the event this provision is exercised, and the State shall not be obligated or liable for any future payments or for any damages as a result of termination under this paragraph.

8. APPEALABLE AGENCY ACTION

Pursuant to 41-5702 (A)(5) (i) and subsection P, Building Renewal Grant requests are an appealable agency action.

SFD Staff shall notify a school district in writing that the proposed project does not meet eligibility criteria. The written notification shall include documentation to support the staff's determination that the proposed project does not meet the eligibility criteria. The SFD will send written notification to the school district after the final decision that the school district is not eligible. The school district may directly appeal the staff's determination of ineligibility to the director or designee. The school district may directly appeal the director's determination of ineligibility to the board.

A school district may appeal the denial of a request for monies or any other appealable Division action pursuant to title 41, chapter 6, article 10. For the purposes of this subsection, "appealable agency action" has the same meaning prescribed in section 41-1092.

8. RESOLUTION OF DISPUTES

The Parties to these Terms and Conditions agree to resolve all disputes arising out of or relating to these Terms and Conditions through arbitration, after exhausting applicable administrative review (pursuant to Title 41, Chapter 6, Article 10), to the extent required by A.R.S. § 12-1518, except as may be required by other applicable statutes.

9. NON-DISCRIMINATION

The Parties shall comply with Executive Order 2009-09, which mandates that all persons, regardless of race, color, religion, sex, age, national origin or political affiliation, shall have equal access to employment opportunities and all other applicable State and Federal employment laws, rules, and regulations, including the Americans with Disabilities Act. The Parties shall take affirmative action to ensure that Districts for employment and employees are not discriminated against due to race, creed, color, religion, sex, national origin or disability. However, Tribal Nations are exempt from the definition of employer for both Federal and State Civil Rights Act.

10. TERMINATION

Each party shall have the right to terminate this Agreement by notifying the other party in writing of the termination at least thirty (30) days prior to the effective date of said termination. If the Agreement is terminated by the - SFD, the District shall be paid for all allowable costs incurred prior to the date of termination, and the cost determined appropriate by the SFD to de-mobilize the contractor from the work site, if applicable.

The payment of costs are subject to audit verification by the SFD or its duly authorized representative.

If the Agreement is terminated by the District, the District is still responsible for correcting the deficiency and maintaining compliance with Minimum Adequacy Guidelines.

11. ASSIGNMENT AND DELEGATION

Neither party may assign any rights hereunder without the express, prior written consent of both parties.

12. CANCELLATION FOR CONFLICT OF INTEREST

The parties acknowledge that these Terms and Conditions are subject to the cancellation provisions set forth in A.R.S. §38-511.

13. ENTIRE AGREEMENT

These Terms and Conditions contain the entire understanding of the parties hereto. There are no representations or provisions other than those contained herein. Any amendment or modification of these Terms and Conditions shall be consistent with Section 1 of these Terms and Conditions.

14. APPLICABLE LAW

These Terms and Conditions shall be governed and interpreted by the laws of the State of Arizona.

15. THIRD PARTY ANTITRUST VIOLATIONS

The District assigns to the State any claim for overcharges resulting from antitrust violations to the extent that such violations concern materials or services supplied by third parties to the District toward fulfillment of these Terms and Conditions.

16. PROGRAM REVIEW AND SITE VISITS

The SFD has the right to make site visits at reasonable intervals for purposes of review of Project accomplishments and management control systems and to provide technical assistance, if required. The District will provide reasonable access to facilities, office space, resources, and assistance for the safety and convenience to the SFD in the performance of their duties. All site visits and evaluations must be performed in a manner that does not unduly interfere with or delay the work.

17. RIGHT TO USE, DUPLICATE AND DISCLOSE

The SFD may duplicate, use, and disclose in any manner and for any purpose whatsoever, within the limits established by Federal and State laws and regulations, all information relating to these Terms and Conditions.

The District agrees that any negotiations, agreements, and/or contracts between the District and Architect(s) for the design of the Project shall provide that the SFD retains the right to use design documents limited to Site Plan, Exterior Elevations, Floor Plans, models, photographs, and renderings for the following, restricted purposes:

- a) To acknowledge Architects and their school designs successfully funded by the Board;
- b) To create a resource collection of promotional architectural designs for elementary, middle and high schools that will be available to other school districts to use as a school design resource.

It is understood that other school districts cannot use the District's design plans as their own as mandated by Code and Rules under the Arizona State Board of Technical Registration. Artistic representations shall not contain confidential or proprietary information, but shall include professional credit for the architect and engineers of the successful project.

18. FEDERAL IMMIGRATION AND NATIONALITY ACT

By entering into the Contract, the District warrants compliance with the Federal Immigration and Nationality Act (FINA) and all other Federal immigration laws and regulations related to the immigration status of its employees. The District shall obtain statements from its contractors and its subcontractors certifying compliance and shall furnish the statements to the Board upon request. These warranties shall remain in effect through the term of the Terms and Conditions. The District and its contractor and its subcontractors shall also maintain Employment Eligibility Verification forms (I-9) as required by the U.S. Department of Labor's Immigration and Control Act, for all employees performing work under the Contract. I-9 forms are available for download at USCIS.GOV.

The State may request verification of compliance for any of the District's contractors or subcontractors performing work under these Terms and Conditions. Should the State suspect or find that the District or its contractor or any of its subcontractors are not in compliance, the State may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Terms and Conditions for default, and suspension and/or debarment of the contractor. All costs necessary to verify compliance are the responsibility of the contractor.

19. E-VERIFY REQUIREMENTS PURSUANT TO A.R.S. § 41-4401

19.1 WARRANT COMPLIANCE

The District's contractors must warrant compliance with all Federal immigration laws and regulations relating to employees and warrant its compliance with A.R.S. § 23-214(A). (That subsection reads: After December 31, 2007, each employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-verify program.)

19.2 BREACH OF WARRANTY

A breach of warranty regarding compliance with immigration laws and regulations shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.3 FAILURE TO COMPLY

Failure to comply with a SFD audit process to randomly verify the employment of contractors and subcontractors shall be deemed a material breach of contract and the contractor may be subject to penalties up to and including termination of the contract.

19.4 INSPECTION

The SFD retains the legal right to inspect the papers of any employee who works on the Project to ensure that the contractor or subcontractor is complying with the warranty under Paragraph 19.1.

20. REIMBURSEMENTS FOR INVESTIGATIONS, ASSESSMENTS, REPAIRS AND REPLACEMENTS.

The SFD may enter into additional agreements with the District that authorize the District to utilize SFD funded investigations, assessments, repairs or replacements for construction defect litigation. This agreement may require the District to reimburse the SFD an agreed upon amount for the expenses incurred in obtaining those investigations, repairs or replacements if, upon the completion of the legal action, the District receives damages.

21. PROHIBITED BEHAVIOR-BOYCOTT OF ISRAEL

The District warrants that its contractors are not engaged in a boycott of Israel as defined by A.R.S. §35-393.01.

22. FLOW-DOWN REQUIREMENTS

The District shall comply with requirements of applicable Federal, State and local laws, regulations, policy and guidance, and shall flow down the requirements of applicable Federal, State, and local laws, regulations, policy and guidance to contractors and subcontractors at any

tier to the extent necessary to ensure compliance with the requirements.

The District shall comply with all laws, statutes, ordinances, rules, codes, and regulations applicable to any school district.

23. CERTIFICATION / AUTHORIZATION

These Terms and Conditions must be signed by the President of the Governing Board, Superintendent and the CFO/Business Manager of the District and certifies that he or she has read these Terms and Conditions and represents and warrants that he or she is duly authorized to agree and accept and therefore sign these Terms and Conditions on behalf of the District.

BRG Project Number: BRG-005751

Governing Board President (signature)

Scott K. Baker PH.D.

Name (printed/typed)

Date

Amphitheater Unified District

School District

Superintendent (signature)

Todd A. Jaeger, J.D.

Name (printed/typed)

Date

CFO/Business Manager (signature)

Scott Little

Name (printed/typed)

Date



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Spanish Textbooks for Display

BACKGROUND:

A committee of six District teachers, administrators and a community member have reviewed multiple textbook series as part of the textbook adoption process for Spanish Levels 1-3 and AP in grades 6-12. These materials are offered by the publisher in both print and digital formats with extensive teacher and student resources. The print and digital materials are superior to other curricula reviewed by each committee member and align with the Arizona World and Native Languages Standards for Spanish. A key component in all recommended materials is a focus on communication and cultural competencies as referenced in the Arizona standards design.

The committee recommends the following textbook series for the required 60-day display period:

Spanish Levels 1-3:

Descubre, Vista Higher Learning, Copyright 2022

Spanish (AP):

Temas, Vista Higher Learning, Copyright 2024

AP Spanish Language and Culture Exam Preparation, Copyright 2024

One set of materials for each grade and/or course will be available at Wetmore Center for public review from March 6, 2024, through May 6, 2024. A public notice will be posted following this meeting upon approval.

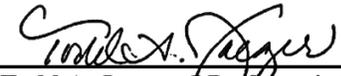
RECOMMENDATION:

The administration recommends that the Governing Board approve the textbooks listed above for a sixty-day display period beginning March 6, 2024-May 6, 2024.

INITIATED BY:


Elizabeth Jacome
Director of Curriculum and Assessment

Date: February 28, 2024


Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Social Studies Textbooks for Display

BACKGROUND:

A committee of over thirty District teachers, administrators and community members have reviewed multiple textbook series as part of the Social Studies textbook adoption process for grades K-12. These materials are offered by the publisher in both print and digital formats with extensive teacher and student resources. The print and digital materials are superior to other curricula reviewed by each committee and align with the Arizona Academic Standards for each content area. A key component in all recommended materials, is a focus on inquiry-based instruction which aligns with the Arizona vision for Social Studies instruction as outlined in the Arizona Academic Standards and Arch of Inquiry.

The committee recommends the following textbook series for the required 60-day display period:

Elementary Social Studies (Grades K-5):

- Studies Weekly, K-5, Copyright 2023

Middle School Social Studies (Grades 6-8):

- 6th & 7th Grades, World History and Great Civilizations, National Geographic Learning & Cengage
- 6th, 7th & 8th Grades, World Cultures and Geography, National Geographic Learning & Cengage
- 8th Grade, Civics and Citizenship, National Geographic Learning & Cengage
- 6th, 7th & 8th Grades, Gale In Context: For Educators Unlimited, Cengage Learning

High School Social Studies (On-level):

- High School U.S. History, McGraw-Hill, 2023
- High School World History, McGraw-Hill, 2023
- High School United States Government, McGraw-Hill, 2024
- Economics, McGraw-Hill, 2024

High School Social Studies (AP):

- U.S. History, Fabric of a Nation, Bedford, Freeman & Worth, 2024
- World History, Ways of the World for the AP World History Modern Course Since 1200 C.E. 5E, Bedford, Freeman & Worth, 2023
- Government, American Government: Stories of a Nation (Presidential Election Update) 1E, Bedford, Freeman & Worth, 2023
- Economics, Krugman's Economics for the AP Course 4E, 2023

One set of materials for each grade and/or course will be available at Wetmore Center for public review from March 6, 2024, through May 6, 2024. A public notice will be posted following this meeting upon approval.

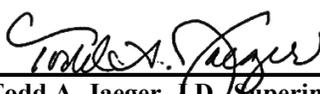
RECOMMENDATION:

It is the recommendation of the administration that the Governing Board approve the textbooks listed above for a sixty (60) day display period beginning March 6, 2024-May 6, 2024.

INITIATED BY:


Elizabeth Jacome
Director of Curriculum and Assessment

Date: February 28, 2024


Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Supplemental Texts and Materials

BACKGROUND:

Attached is a list of new supplemental texts and materials.

RECOMMENDATION:

This list is presented for the Governing Board's approval.

INITIATED BY:

A handwritten signature in black ink, appearing to read "Matthew Munger".

Matthew Munger
Associate Superintendent for Secondary Education

Date: February 29, 2024

A handwritten signature in black ink, appearing to read "Todd A. Jaeger".

Todd A. Jaeger, J.D., Superintendent

SUPPLEMENTAL TEXTS						
Course	Level <i>Grade or Grade Range</i>	Title	Publisher	Copyright	ISBN# <i>Please use 10 digit # if available.</i>	Submitted by <i>School Name</i>
Positive Peer Relationships	Secondary (6th Grade)	Positive Peer Relationships	Amphitheater Public Schools	N/A	N/A	Beth Lake
MADD Power of You(th)	Secondary (7th Grade)	MADD Power of You(th)	MADD	2023	N/A	Beth Lake
Social Media Sense	Secondary (7th Grade)	Social Media Sense	Amphitheater Public Schools and Oro Valley PD	N/A	N/A	Beth Lake
The Real Deal on Vaping	Secondary (8th Grade)	The Real Deal on Vaping	Pima County Health Department	N/A	N/A	Beth Lake
Ending the Silence	Secondary (8th Grade)	Ending the Silence	NAMI (National Alliance on Mental Illness)	2023	N/A	Beth Lake
						135



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of New Courses for the 2024-2025 School Year

BACKGROUND:

Each year we bring requests for new courses to the Governing Board for approval. The proposal of new courses is in response to the needs and interests of students and represents an opportunity for diverse course offerings to further expand the options available to students.

Below is a list of the courses and the corresponding description that are recommended for approval.

Mariachi:

An analysis conducted by Amphi High School administration and Fine Arts department, it was determined that a Mariachi course would diversify the course offerings within the Fine Arts department and provide a course that is relevant to the demographic of the Amphi High feeder pattern.

Attached is the course proposal for Mariachi.

HCA 119: Orientation to Human Anatomy and Physiology (Dual Enrollment)

HCA 119: Orientation to Human Anatomy and Physiology will replace HRP 100.

The proposal for HCA 119: Orientation to Human Anatomy and Physiology arises from the imperative to provide students with more extensive exposure to healthcare foundations, offering equitable access to 3 college course credits compared to the current 1 credit in HRP 100. HCA 119 will be integrated into the current Healthcare Foundations curriculum. The expansion of this Career and Technical Education (CTE) course allows for a broader focus, not exclusively on nursing but encompassing various healthcare career paths. At Ironwood Ridge High School, a significant portion of students (60-75% in HRP 100) express interest in health sciences beyond nursing, emphasizing the necessity for HCA 119, which accommodates diverse career aspirations.

HCA 119 is approved through the current IGA with Pima Community College.

Attached is the course proposal for HCA 119.

RECOMMENDATION:

This list is presented for the Governing Board's approval.

INITIATED BY:

Matthew Munger
Associate Superintendent for Secondary Education

Date: March 4, 2024

Todd A. Jaeger, J.D., Superintendent

Design For Course Approval

I. Rationale

Many families are connected to Hispanic culture in our community. More than 60% of our student population falls in that category. Students who are involved in a mariachi program can develop better relationships with their family through this shared musical tradition. The genre incorporates music theory through basic chord progressions and improvisation, as well as instrumental and vocal technique. Ideally, every student involved will sing and play their instrument.

II. Description

Mariachi celebrates the rich culture of the southwest and Mexico. Students will learn this and more by performing with a traditional group. Those who are enrolled in this course will develop skills on one of the traditional Mariachi instruments, trumpet, violin, vihuela, guitarron, guitar and voice. The students who continue to study this for multiple years will expand their playing experience. Professional organizations are willing to mentor the students and teach culture and instrumental technique. One major goal would be to attend the Mariachi Convention and attend workshops, concerts and possibly perform. Another wonderful goal would be to have several community performances throughout the year.

Prerequisites are not required however, prior experience on one of the instruments is an advantage.

III. Articulation

This is difficult to answer since there are no standards to address at the moment. I can however, guarantee that students will learn how to read music, play the music on their instruments and understand the cultural importance of the genre. Students will be actively engaged throughout the class.

IV. Audience

The student group we are targeting is a group of students who want to learn how to play traditional mariachi instruments instead of band/orchestra instruments and music. This genre connects the students with their Mexican culture and history. This also allows those students who are not interested in the other music programs to have a musical experience that they will enjoy.

V. Resources

Mariachi Mastery by Jeff Nevin is a method book that includes fundamental set up and technique for each instrument as well as exercises, full songs, chord charts, and fingering charts for guitar, vihuela and guitarron.

Simplemente Mariachi by Marcia Neel and Francisco Grijalva also includes fundamentals for set up, technique for each instrument, singing exercises and history. This book does not offer full songs.

I have made contact with a local professional Mariachi group that is willing to be our resource/mentor. This will ensure that we are playing stylistically correct and getting the correct history and traditions.

The class will require all the instruments that are in a traditional mariachi group. They will also eventually need trajes and sombreros. This would be the most expensive purchase and need of the group.

VI. Outcome

This course is to offer students a class where they can enrich their lives through music by connecting with the Mexican culture. Exams will be both paper (theory based) and performance based.

VII. Implementation

Mariachi has been introduced as a club this year. The goal is to gain interest and excitement on campus and get families involved through cultural celebrations. The ultimate goal would be to have it offered again as a class during the school day.

VIII. Process

In order for mariachi to make its way back into the schedule, I made students aware of its possible return last year and had a few interest meetings. On average there were approximately 30 students interested at each meeting. I then started the club at the beginning of this year. I have also made the middle schools aware that I am trying to bring it back since there is always interest from the 8th graders. All teachers and staff are supportive of the return, bringing more students into the fine arts department.

**Amphitheater School District
COURSE REQUEST FORM**

I. RATIONALE – justification of need, citing data

The proposal for HCA 119- Orientation to Human Anatomy and Physiology and Dual Enrollment (DE) arises from the imperative to provide students with more extensive exposure to healthcare foundations, offering equitable access to 3 college course credits compared to the current 1 credit in HRP 100. HCA 119 will be integrated into the current Healthcare Foundations curriculum. The expansion of this Career and Technical Education (CTE) course allows for a broader focus, not exclusively on nursing but encompassing various healthcare career paths. At Ironwood Ridge High School, a significant portion of students (60-75% in HRP 100) express interest in health sciences beyond nursing, emphasizing the necessity for HCA 119, which accommodates diverse career aspirations.

II. DESCRIPTION – course goals and objectives, pre-requisites, format

Orientation to Human Anatomy and Physiology provides an orientation to basic anatomy and physiology relevant to the healthcare setting, covering the structural organization of the human body, body systems, major organs, common pathology, and CLIA waived testing. The course objectives include understanding the organizational structure of the human body, discussing normal physiology and mechanisms maintaining homeostasis, identifying and describing diseases, and exploring methods of detection, treatment, and prevention.

III. ARTICULATION – reference to state standards, specific skills sets, and articulation with other courses

The addition of Orientation to Human Anatomy and Physiology allows students to receive 3 college credits, due to the instructor's eligibility to teach the course as a Dual Enrollment (DE) course. With a focus on advanced degrees, teaching experience at the college level, and ongoing professional development, the instructor meets the eligibility requirements. These measures will fortify the foundation for delivering a successful DE course in HCA 119. The instructor's (Karen Brown) eligibility to teach this course as a DE course is outlined below:

- MSN in Education
- Director of Nursing Assistant Home
- 19+ years of instructor experience, in nursing, at the collegiate level. The institutions where the instructor previously taught nursing courses were Mission College in Santa Clara and Pima Community College.

The following performance objectives are covered in HCA 119 as outlined by Pima Community College:

1. Describe the structural organization of the human body beginning with cells, tissues, organs, and organ systems concluding with a human being.
2. Identify and describe the function and interdependencies among body systems to maintain homeostasis.
3. Identify common pathophysiological signs, symptoms, and etiologies for common diseases.
4. Describe CLIA waived testing and analysis used in an ambulatory care setting to detect common diseases to determine treatment modalities.
5. Describe all body systems, the changes to structure and function, and implications associated with changes across the lifespan.

The following CTE Nursing Services Technical Standards will be covered in HCA 119:

STANDARD 3.0 APPLY STANDARD PRECAUTIONS AND INFECTION CONTROL MEASURES

3.1 Explain the infectious process and modes of disease transmission

3.2 Examine the Center for Disease Control (CDC) and Prevention guidelines related to body substances and Standard Precautions (e.g., respiratory hygiene, exposure incidents, and transmission-based precautions)

3.3 Examine the Occupational Safety and Health Administration (OSHA) guidelines related to body substance and Standard Precautions (e.g., bloodborne pathogen and methods for reducing infection)

3.4 Explain the general principles of asepsis (e.g., clean, medical, sterile, and disinfection)

3.5 Demonstrate the principles of hand hygiene

STANDARD 6.0 EXAMINE HUMAN BODY SYSTEMS FOR COMMON CONDITIONS, DISORDERS, AND CARE

6.1 Describe the characteristics of homeostasis

6.2 Describe major body systems, organs, cell functions, anatomical terms, and tissues (e.g., nervous, connective, muscular, and epithelial)

6.3 Use medical terminology as it relates to body systems and their functions

6.4 Identify the function, structure, common health problems, and age-related changes of the integumentary system (e.g., bruises, skin tears, rashes, decubitus ulcers, shingles, lice/scabies, and gangrene)

6.5 Identify the function, structure, common health problems, and age-related changes of the musculoskeletal system (e.g., arthritis, osteoporosis, fractures, amputations, muscle atrophy, and joint replacement)

6.6 Identify the function, structure, common health problems, and age-related changes of the nervous system (e.g., cerebral vascular accident, Parkinson's disease, dementia/Alzheimer's, spinal cord/head injuries, seizures, and multiple sclerosis)

6.7 Identify the function, structure, common health problems, and age-related changes of the sensory system (e.g., cataracts, glaucoma, macular degeneration, hearing loss, and neuropathy)

6.8 Identify the function, structure, common health problems, and age-related changes of the circulatory system (e.g., angina, myocardial infarction, coronary disease, congestive heart failure, and hypertension)

6.9 Identify the function, structure, common health problems, and age-related changes of the respiratory system (e.g., COPD, bronchitis, asthma, TB, pneumonia, and oxygen therapy)

6.10 Identify the function, structure, common health problems, and age-related changes of the gastrointestinal system (e.g., constipation/fecal impaction, gastroesophageal reflux disease, ulcers, hernias, gall bladder disease, diverticulitis, colon cancer, Crohn's disease, and celiac disease)

6.11 Identify the function, structure, common health problems, and age-related changes of the urinary system (e.g., renal failure, urinary tract infection, incontinence, and kidney stones)

6.12 Identify the function, structure, common health problems, and age-related changes of the endocrine system (e.g., diabetes)

mellitus and thyroid disease)

6.13 Identify the function, structure, common health problems, and age-related changes of the reproductive system [e.g., BPH, prolapsed uterus, cancer, pregnancy-related conditions, endometriosis, and sexually transmitted disease/infection (STD/STI)]

STANDARD 15.0 ASSIST WITH DIAGNOSTIC TESTING AND EXAMINATIONS

15.1 Determine purpose and procedure for collection, labeling, and sending specimen for analysis according to protocol (e.g., sputum, stool, urine, and blood)

15.2 Determine purpose and procedure for diagnostic testing (e.g., culture and sensitivity, clean catch, sterile, and 24-hour)

IV. AUDIENCE – student group (school, grade, discipline) to be served

Healthcare foundations with the embedded HCA 119- Orientation to Human Anatomy and Physiology, targets students in grades 10-12 who are interested in healthcare-related professions, catering to the diverse range of career aspirations within the field.

V. RESOURCES – specific texts, materials, equipment needed

Required materials will be determined by Pima Community College.

VI. OUTCOME – evaluation of course effectiveness

HCA 119- Orientation to Human Anatomy and Physiology is anticipated to boost Technical Skills Assessment (TSA) scores for the Nursing program due to comprehensive coverage. Additionally, the course promises increased exposure to various healthcare disciplines, fostering equitable opportunities for a diverse student population.

VII. IMPLEMENTATION – timeline to include pilot phase and annual evaluation of proposed course

Pilot Phase of Orientation to Human Anatomy and Physiology:

Beginning in the 2024-2025 school year, two periods of HCA 119 will be offered to 10th-12th graders. It will be embedded in Healthcare Foundations. HCA 119 will be replacing the HRP 100 component of the course. Students will now receive 3 DE credits instead of the previous 1 credit. HCA 119 allows for more hands-on experiences for students and enhances their understanding of the standards offered.

Course Outline:

- I. Human Body's Structural Organization
- II. Body Systems Identified
- III. Describe:
 - A. Body planes
 - B. Directional terms
 - C. Quadrants
 - D. Body cavities

IV. Body System's Major Organs

V. Anatomical Location of Each Body System's Major Organs

VI. Human Body's Structure and Function Across the Life Span

VII. Each Body System's Normal Function

VIII. Each Body System's Common Pathology, Including:

- A. Signs
- B. Symptoms
- C. Etiology

IX. Each Body System's Pathology, Including:

- A. Diagnostic Measures
- B. Treatment Modalities

X. Disease Processes and Indications for CLIA Waived Tests (Associated with Common Diseases)

Annual Evaluation:

An annual evaluation of HCA 119- Orientation to Human Anatomy and Physiology will take place through data analysis of students' projects and assessments.

Students who complete the second year of the CTE program will exhibit understanding of the content as evidenced by the Technical Skills Assessment data.

VIII. PROCESS – how teachers, parents, and students (when appropriate) were included in the decision making process

Students have requested a course such as HCA 119- Orientation to Human Anatomy and Physiology for three years. They have expressed interest in a more hands-on course than HRP 100, which is mostly asynchronous, on the computer. HCA 119 provides students with more interaction with the instructor and real world applications to the standards they are being taught.

APPROVAL:  2/29/2024
Principal date

Superintendent Designee date

(NOTE: Must be submitted for Governing Board approval prior to the end of the current school year for implementation during the following school year.)



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of the District Calendar for School Year 2025-2026

BACKGROUND:

The District's school year calendar for School Year 2025-2026 is submitted for Governing Board approval.

RECOMMENDATION:

This item is presented for the Governing Board's approval, which the Administration recommends.

INITIATED BY:

Date: February 27, 2024



Todd A. Jaeger, J.D., Superintendent

AMPHITHEATER PUBLIC SCHOOLS CALENDAR 2025-2026 SCHOOL YEAR

July '25

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August '25

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September '25

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October '25

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November '25

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December '25

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January '26

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February '26

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March '26

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April '26

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May '26

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June '26

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

School Holidays	
September 1	Labor Day
October 6 - 10	Fall Break
November 11	Veterans Day
November 26 - 28	Thanksgiving
Dec 22 - Jan 2	Winter Break
January 19	Martin Luther King Day
February 19 - 20	Rodeo Break
March 16 - 20	Spring Break

	School Days
	School Holidays (District offices open)
	District Holidays
	Teacher Planning Day
	All/Returning Teachers Planning Days
	New Teacher Planning Days

Grading Periods		
1st	Aug 6 - Oct 3	42 days
2nd	Oct 13 - Dec 18	45 days
3rd	Jan 5 - Mar 13	47 days
4th	Mar 23 - May 20	43 days
Total		177 days

Important Dates for Staff	
July 4	Independence Day
July 28	New Teachers First Day
July 31	Returning Teachers First Day
Dec 24-26, Jan 1-2	Winter Holidays
March 18 - 20	Spring Break
May 25	Memorial Day



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Out of State Travel

BACKGROUND:

STAFF

Hannah Flippo, Vanessa Miller, Katherine Ratliff, Natalia De la Rocha, and Monica Bermudez request permission to attend AVID Summer Institute 2024 on June 16-19, 2024, in Dallas, Texas. Approximate cost of travel is \$12,265.50 and will be paid using Title I funds. No school days will be missed, and no substitutes required.

Samantha Doyle, Yemen Bernal, Marty Schickling, Karen Belleau, Brittney Gradillas, Makynzie Cornelisse, Jennifer Campbell, Malaya Gladish, Jamoie Soto-Bible, Gabriela Gonzalez, Kris Holt, and Lindsey Gilchrist request permission to attend AVID Summer Institute 2024 on June 16-19, 2024, in Dallas, Texas. Approximate cost of travel is \$25,974.00 and will be paid using Title I funds. No school days will be missed, and no substitutes required.

Timothy Ripp, Mindy Murillo, Laura Stine Lindsay Inglett, and Katrina Perez request permission to attend AVID Summer Institute 2024 on June 16-19, 2024, in Dallas, Texas. Approximate cost of travel is \$12,685.00 and will be paid using Title I funds. No school days will be missed, and no substitutes required.

Walt Mangum requests permission to attend Cisco Training and Conference on June 2-6, 2024, in Las Vegas, Nevada. Approximate cost of travel is \$1,378.91 and will be paid using Maintenance and Operations funds. No school days will be missed, and no substitutes required.

Glenda Arffa, A.J. Malis, Shawn Smith, Michael Schwingbeck, Tracy Baier, Jeanne Velasquez, Raychel Hodges, Lisa Padilla, Nicole Bradbury-Anders, Lawrence Brady, Gary Sandoval, Roland Youngling, Andrea Figueroa, Leighann Reynolds, Bethany Evans, and Kate Guymon request permission to attend AVID Summer Institute 2024 on June 16-19, 2024, in Dallas, Texas. Approximate cost of travel is \$37,305.60 and will be paid using Title I funds. No school days will be missed, and no substitutes required.

JJ Letts, Julie Ramsey, Rebecca Green, Joyce Daigle, Elyse Greenberg, Gina Herchenhahn, Shelley Quevedo, Ariana Dominguez, Lynette Dominguez, Megan Koons request permission to attend AVID Summer Institute 2024 on June 16-19, 2024, in Dallas, Texas. Approximate cost of travel is \$21,496.00 and will be paid using Title I funds. No school days will be missed, and no substitutes required.

Sumaya Frick requests permission to attend ACTE National Work-Based Learning Conference 2024 on April 30, 2024 – May 3, 2024, in Milwaukee, Wisconsin. Approximate cost of travel is \$1,947.78 and will be paid using JTED funds. Four school days will be missed, and no substitutes are required.

Michelle Valenzuela, Sam Henson, and Beth Lake request permission to attend National School Public Relations Association 2024 National Seminar on July 12-18, 2024, in Seattle, Washington. Approximate cost of travel is \$12,458.00 and will be paid using Maintenance and Operations funds. No school days will be missed, and no substitutes are required.

STAFF - continued

Tassi Call, Trechel Valentin, JJ Letts, Michael McConnell, Chris Trimble, Matt Munger, Orante Jenkins, Chris Gutierrez, Susan Shoopman, and Tara Bulleigh request permission to attend National Association of Elementary and Secondary School Principals Conference on July 14-17, 2024, in Nashville, Tennessee. Approximate cost of travel is \$23,149.84 and will be paid using Title II funds. No school days will be missed, and no substitutes are required.

Todd Jaeger requests permission to attend Odyssey of the Mind World Finals on May 20-24, 2024, in Ames, Iowa. Approximate cost of travel is \$2,513.00 and will be paid using Maintenance and Operations funds. No school days will be missed, and no substitutes are required.

STUDENTS

Richard Diaz and Stileda Rose request permission to take 15 Amphitheater High School Future Computer Science students to Disney Imagination Campus on March 18-21, 2025 in Anaheim, California. Approximate cost of travel is \$15,234.36 and will be paid using club and Education Innovation & Research Grant fund. No school days will be missed, and no substitutes required.

BUDGET CODE KEY		
001.00.200.2210.6360.112.0000	M & O	Improvement of Instruction, Employee Training, Walker
001.00.200.2210.6582.112.0000	M & O	Improvement of Instruction, Employee Travel, Walker
100.24.100.2210.6360.111.0000	Title I	Improvement of Instruction, Employee Training, Prince
100.24.100.2579.6360.111.0000	Title I	Training Non-Instructional, Employee Training, Prince
100.24.100.2210.6582.111.0000	Title I	Improvement of Instruction, Employee Travel, Prince
100.24.100.2579.6582.111.0000	Title I	Training Non-Instructional, Employee Travel, Prince
001.00.100.2579.6360.550.0000	M & O	Training Non-Instructional, Employee Training, Technology
001.00.100.2579.6582.550.0000	M & O	Training Non-Instructional, Employee Travel, Technology
100.24.100.2210.6360.281.0000	Title I	Improvement of Instruction, Employee Training, AHS
100.24.100.2579.6360.281.0000	Title I	Training Non-Instructional, Employee Training, AHS
100.24.100.2210.6582.281.0000	Title I	Improvement of Instruction, Employee Travel, AHS
100.24.100.2579.6582.281.0000	Title I	Training Non-Instructional, Employee Travel, AHS
100.24.100.2210.6360.115.0000	Title I	Improvement of Instruction, Employee Training, Coronado
100.24.100.2579.6360.115.0000	Title I	Training Non-Instructional, Employee Training, Coronado
100.24.100.2210.6582.115.0000	Title I	Improvement of Instruction, Employee Travel, Coronado
100.24.100.2579.6582.115.0000	Title I	Training Non-Instructional, Employee Travel, Coronado
596.00.300.2210.6360.515.0000	JTED	Improvement of Instruction, Employee Training, Associate Superintendent for Secondary Ed
596.00.300.2210.6582.515.0000	JTED	Improvement of Instruction, Employee Travel, Associate Superintendent for Secondary Ed
001.00.100.2579.6360.503.0000	M & O	Training Non-Instructional, Employee Training, Director of Communications

001.00.100.2579.6582.503.0000		Training Non-Instructional, Employee Travel, Director of Communications
850.00.610.1001.6892.281.0000	Student Activities	Classroom Instruction, Student Travel, AHS
380.25.460.2790.6519.282.0000	EIR Grant	Student Transportation, Student Travel, AHS
850.00.610.2190.6892.281.0000	Student Activities	Other Student Support Services, Student Travel, AHS
140.24.100.2210.6360.510.0000	Title II	Improvement of Instruction, Employee Training, Office of Learning and Instruction
140.24.100.2210.6582.510.0000	Title II	Improvement of Instruction, Employee Travel, Office of Learning and Instruction
001.00.100.2579.6360.501.0000	M & O	Training Non-Instructional, Employee Training, Superintendent
001.00.100.2579.6582.501.0000	M & O	Training Non-Instructional, Employee Travel, Superintendent

RECOMMENDATION:

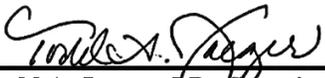
It is the recommendation of the administration that the above travel be approved.

INITIATED BY:



Matthew Munger
Associate Superintendent for Secondary Education

Date: March 4, 2024



Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Flippo, Hannah Vanessa Miller SCHOOL: Walker Elementary School
Ratliff, Katherine De la Rocha, Natalia Department (opt.): _____
 DATE(S): June 16, 2024 – June 20, 2024

ACTIVITY/EVENT: 2024 AVID Summer Institute

LOCATION: Dallas, TX

ABSENCE: # Days 5 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>	<u>BUDGET CODE/DESCRIPTION</u>
Registration	<u>\$1,099.00 X 4 = \$4,396.00</u>	<u>100.24.100.2210.6360.112.0000</u>
Transportation	<u>Total: \$2,300</u> Mode Air	<u>100.24.100.2210.6582.112.0000</u>
	Airline <u>\$550 x 4 = \$2,200</u>	
	Airport Parking <u>\$5.00 x 5 days x 4 employees = \$100</u>	
Meals	<u>265.50 X 4 = \$1,062</u>	<u>100.24.100.2210.6582.112.0000</u>
Lodging	<u>\$214 x 4 nights X 2 rooms = \$1,712</u>	<u>100.24.100.2210.6582.112.0000</u>
TOTAL	<u>\$9,470</u>	

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

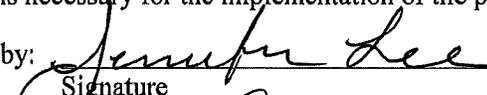
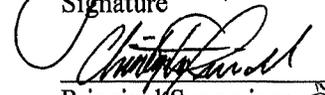
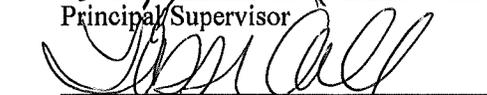
Purpose of travel: **To participate in AVID Summer Institute professional Development.**

Outcomes and academic benefits to students and staff: **Participants will strengthen their understanding of AVID implementation on their campus and learn valuable best practice strategies to ensure rigorous implementation toward AVID school-wide.**

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input checked="" type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by:  2/12/24
 Signature Date
 2/12/24
 Principal/Supervisor Date
 2/12/24
 Associate Superintendent/Supintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Bermudez, Monica

SCHOOL: Walker Elementary School

Department (opt.): _____

DATE(S): June 16, 2024 – June 20, 2024

ACTIVITY/EVENT: 2024 AVID Summer Institute

LOCATION: Dallas, TX

ABSENCE: # Days 5 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>	<u>BUDGET CODE/DESCRIPTION</u>
Registration	<u>\$1,099.00 X 1 = \$1,099.00</u>	<u>100.24.100.2210.6360.112.0000</u>
Transportation Total: \$575	Mode Air	<u>100.24.100.2210.6582.112.0000</u>
Airline <u>\$550 x 1 = \$550</u>		
Airport Parking <u>\$5.00 x 5 days x 1 employees = \$25</u>		
Meals	<u>265.50 X 1 = \$265.50</u>	<u>100.24.100.2210.6582.112.0000</u>
Lodging	<u>\$214 x 4 nights X 1 rooms = \$856</u>	<u>100.24.100.2210.6582.112.0000</u>
TOTAL	<u>\$2,795.50</u>	

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: To participate in AVID Summer Institute professional Development.

Outcomes and academic benefits to students and staff: Participants will strengthen their understanding of AVID implementation on their campus and learn valuable best practice strategies to ensure rigorous implementation toward AVID school-wide.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input checked="" type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by: Jennifer Lee 2/13/2024
 Signature Date
Christina 2/13/24
 Principal/Supervisor Date
[Signature] _____
 Associate Superintendent/Superintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Samantha Doyle, Yemen Bernal, Marty Schilding, Karen Belleau, Brittney Gradillas, Malkynzie Cornelisse, Jennifer Campbell, Malaya Gladish, Jamoie Soto-Bible, Gabriela Gonzalez, Keis Holt,

Lindsey Gilchrist _____

SCHOOL: School / Site

- - Department (opt.): -

DATE(S): 6/16/2024-6/19/2024

ACTIVITY/EVENT: AVID Summer Institute

LOCATION: Dallas, Texas

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
		(Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>11988.00</u>	<u>100-24-100-2110/2579-6360-111</u>
Transportation	<u>4800.00</u> Mode <u>air</u>	<u>100-24-100-2110/2579-6582-111</u>
Rental Car	_____	_____
Meals	<u>3186.00</u>	<u>100-24-100-2110/2579-6582-111</u>
Lodging	<u>6000.00</u>	<u>100-24-100-2110/2579-6582-111</u>
Substitutes	_____	_____
TOTAL	<u>25974.00</u>	

The District will (or) will not receive reimbursement from outside sources.

Purpose of travel: to participate in AVID Summer Institute professional development

Outcomes and academic benefits to students and staff: Participants will strenghten their understanding of AVID implementation on their campus and learn valuable best practice strategies to ensure rigorous implementation toward AVID school-wide.

The travel is necessary for the implementation of the project funding the travel.

Submitted by: [Signature] _____ 2/16/202
Signature Date

[Signature] _____ 2/16/202
Principal/Supervisor Date

[Signature] _____ 2/16/24
Associate Superintendent/Supervisor 151 Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Mindy Murillo, Laura Stine
Timothy Ripp Lindsay Inglett
Katrina Perez

SCHOOL Mesa Verde Elementary

Department (opt.): _____

DATE(S): 06/16/24 – 06/19/24

ACTIVITY/EVENT: AVID Summer Institute

LOCATION: Dallas

ABSENCE: # Days 4 Sub Required: Yes No

of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

APPROXIMATE COST

BUDGET CODE/DESCRIPTION

(Note: Tax credit contributions are District funds and require a budget code.)

Registration	<u>4396.00</u>		<u>100.24.100.2210.6360.116.0000</u>
	1099.00		100.24.100.2579.6360.116.0000
Transportation	<u>2150.00</u>	Mode <u>AIR</u>	<u>100.24.100.2210.6582.116.0000</u>
	540.00		100.24.100.2579.6582.116.0000
Uber/Parking	<u>400.00</u>		<u>100.24.100.2210.6582.116.0000</u>
	100.00		100.24.100.2579.6582.116.0000
Meals	<u>1040.00</u>		<u>100.24.100.2210.6582.116.0000</u>
	260.00		100.24.100.2579.6582.116.0000
Lodging	<u>2700.00</u>		<u>100.24.100.2210.6582.116.0000</u>
TOTAL	<u>12685.00</u>		

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: to participate in Avid Summer Institute Professional Development

Outcomes and academic benefits to students and staff: Participants will strengthen their understand of AVID implementation on their campus and learn valuable best practice strategies to ensure rigorous implementation toward AVID school-wide.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input type="checkbox"/> Academic Content | <input type="checkbox"/> Caring | <input type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by:

Signature

Date

Principal/Supervisor

Date

Associate Superintendent/Superintendent

Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Walt Mangum _____
 - - Department (opt.): IT
 - _____

SCHOOL: District Offices
 DATE(S): 6/02/24-6/06/24

ACTIVITY/EVENT: Cisco Training and Conference

LOCATION: Las Vegas, NV

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed _____

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
Registration	<u>Paid for with credits</u>		<u>N/A</u>
Transportation	<u>843.74</u> Mode _____		<u>001.00.100.2579.6582.550.0000</u>
Rental Car	_____		_____
Meals	<u>206.50</u>		<u>001.00.100.2579.6582.550.0000</u>
Lodging	<u>873.00</u>		<u>001.00.100.2579.6582.550.0000</u>
Substitutes	_____		_____
TOTAL	<u>1378.91</u>		

(Note: Tax credit contributions are District funds and require a budget code.)

The District will (or) will not receive reimbursement from outside sources.

Purpose of travel: Network Administration and Security Training

Outcomes and academic benefits to students and staff: Securing the network for the district.

The travel is necessary for the implementation of the project funding the travel.

Submitted by: [Signature] _____ 2-16-24
 Signature Date

[Signature] _____ 2-16-24
 Principal/Supervisor Date

[Signature] _____ 2/10/24
 Associate Superintendent/Superintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Glenda Arffa, AJ Malis, Shawn Smith, Michael Schwingbeck, Tracy Baier, Jeanne Velasquez, Raychel Hodges, Lisa Padilla, Nicole Bradbury-Anders, Lawrence Brady, Gary Sandoval, Roland Youngling, Andrea Figueroa, Leighann Reynolds, Bethany Evans, Kate Guymon, (1) TBD

SCHOOL: **AHS Department** (opt.): DATE(S): 6/16/24- 6/19/24

ACTIVITY/EVENT: AVID Summer Institute

LOCATION: Hyatt Regency 300 Reunion Blvd, Dallas, TX 75207

ABSENCE: 4 # Days Sub Required: Yes No # of School Days Missed: 0

EXPENSES REQUESTED:(OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>	<u>BUDGET CODE/DESCRIPTION</u>
		(Note: Tax credit contributions are District funds and require a budget code.)
Registration	\$999 pp X 16= <u>\$15,984</u>	100.24.100.2210.6360.281.00000 100.24.100.2579.6360.281.0000
Transportation	\$548.35 per ticket X16= <u>\$8773.60</u>	100.24.100.2210.6582.281.0000 100.24.100.2579.6582.281.0000
Mode air and Uber	NTE <u>\$ 350.00</u>	
Rental Car	0	
Meals	NTE <u>\$4148.00</u>	100.24.100.2210.6582.281.0000 100.24.100.2579.6582.281.0000
Lodging	\$219 per tax X 11 rooms X 3 nights =NTE <u>\$8050.00</u>	100.24.100.2210.6582.281.0000 100.24.100.2579.6582.281.0000
Substitutes	0	
TOTAL	\$ <u>37305.60</u>	

The district will (or) will not receive reimbursement from outside sources.
* PO must be submitted and approved *prior* to travel to qualify for reimbursement.
Purpose of travel: Personalize Learning instruction and planning.

Outcomes and academic benefits to students and staff: Teachers will learn current, new and innovative instructional strategies in the areas of Writing Inquiry Collaboration Organization and Reading (WICOR)
For students' academic success that supports post-secondary endeavors.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input type="checkbox"/> Caring | <input type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by: Glenda Arffa 2-19-24
Signature Date

2/21/24
Principal/Supervisor Date

2/21/24
Associate Superintendent/Superintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): JJ Letts, Julie Ramsey, Rebecca Green, Joyce Daigle, Elyse Greenberg, Gina Herchenhahn, Shelley Quevedo, Ariana Dominguez, Lynette Dominguez, Megan Koons SCHOOL: Coronado K-8

DATE(S): June 16th - 19th, 2024

ACTIVITY/EVENT: 2024 Advancement Via Individual Determination (AVID) Summer Institute
LOCATION: Dallas, TX

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>	<u>BUDGET CODE/DESCRIPTION</u> (Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>9,990.00</u>	<u>100.24.100.2210/2579.6360.115.0000</u>
Transportation (Air)	<u>4,941.00</u>	<u>100.24.100.2210/2579.6582.115.0000</u>
Meals	<u>2,065.00</u>	<u>100.24.100.2210/2579.6582.115.0000</u>
Lodging	<u>4,500.00</u>	<u>100.24.100.2210/2579.6582.115.0000</u>
Substitutes	<u>0</u>	
TOTAL	<u>\$21,496.00</u>	

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: To participate in AVID Summer Institute Professional Development

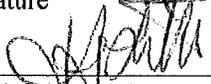
Outcomes and academic benefits to students and staff: Participants will strengthen their understanding of AVID implementation on our campus and learn valuable best practice strategies to ensure rigorous implementation toward AVID School-Wide.

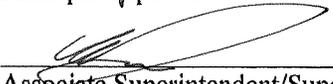
Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input checked="" type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by:  Feb 26, 2024
Signature Date

 Feb 26, 2024
Principal/Supervisor Date

 2/26/2024
Associate Superintendent/Superintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Sumaya Frick _____

SCHOOL: Wetmore
 Department (opt.): CTE
 DATE(S): 4/30/24-5/3/24

ACTIVITY/EVENT: ACTE NATIONAL WORK-BASED LEARNING CONFERENCE, 2024

LOCATION: 400 W Wisconsin Ave, Milwaukee, WI 53203

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed 4

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
			(Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>\$475.00</u>		<u>596.00.300.2210.6360.515.0000</u>
Transportation	<u>\$710.00</u>	Mode <u>air</u>	<u>596.00.300.2210.6582.515.0000</u>
Rental Car	<u>N/A</u>		_____
Meals	<u>\$165.00</u>		<u>596.00.300.2210.6582.515.0000</u>
Lodging	<u>\$597.78</u>		<u>596.00.300.2210.6582.515.0000</u>
Substitutes	<u>N/A</u>		_____
TOTAL	<u>\$1,947.78</u>		

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: : **More than 1,000 CTE professionals will gather to discuss and collaborate on current and future work-based learning, initiatives that include: apprenticeships, building capacity and career readiness, management systems and structures to increase scale and capacity, designing a truly accessible work-based learning program, building employer confidence to overcome safety and insurance issues, scaling out of school time and summer opportunities for high school students, business and education handshake approach, data and program sustainability, growing social capital for all students, building bridges to foster better outcomes, introducing K-8 students to the world of work.**

Outcomes and academic benefits to students and staff: **The content of this conference will substantially increase integrated academic programs and WBL strategies and actions already in place, while offering new responsive approaches to college and career readiness requirements for all students, families and community.**

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input checked="" type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by _____

Signature

Date

Date

Date

Principal/Supervisor

Associate Superintendent/Superintendent

rev. 6/1/2022

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Michelle Valenzuela SCHOOL: District Offices
Sam Henson Beth Lake Department (opt.): Communications
 _____ DATE(S): July 12-18, 2024

ACTIVITY/EVENT: National School Public Relations Association 2024 National Seminar

LOCATION: Seattle, WA

ABSENCE: # Days 7 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
Registration	<u>\$3180.00</u>		<u>001.00.100.2579.6360. 503.0000</u>
Transportation	<u>\$3300.00</u>	Mode <u>Air</u>	<u>001.00.100.2579.6582. 503.0000</u>
Rental Car	<u>0</u>		
Meals	<u>\$1422.00</u>		<u>001.00.100.2579.6582. 503.0000</u>
Lodging	<u>\$4556.00</u>		<u>001.00.100.2579.6582.503.0000</u>
Substitutes	<u>0</u>		
TOTAL	<u>\$12,458.00</u>		

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

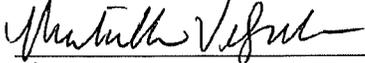
Purpose of travel: Attend the NSPRA 2024 National Seminar

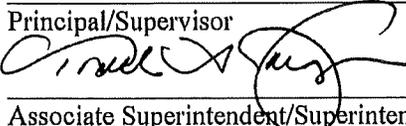
Outcomes and academic benefits to students and staff: Interact with other school Public Relations experts to learn about the most current and innovative communication strategies to implement into District practices.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by:  2-26-2024
 Signature Date

Principal/Supervisor _____ Date _____
 2-26-24
 Associate Superintendent/Superintendent Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

**THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR
A.I.A. SANCTIONED EVENT TRAVEL.**

EMPLOYEE(S): Tassi Call Trechel Valentin JJ Letts
Michael McConnell Chris Trimble
Matt Munger Orante Jenkins
Chris Gutierrez Susan Shoopman Tara Bulleigh

SCHOOL: District Offices
 Department (opt.): Office Of Learning & Instruction
 DATE(S): July 14-17, 2024

ACTIVITY/EVENT: NAESP - National Association of Elementary School Principals and NASSP – National Association of
Secondary School Principals

LOCATION: Nashville, TN

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
			(Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>\$7,714.00</u>		<u>140-24-100-2210-6360-510-0000</u>
Transportation	<u>\$6,510.00</u>	Mode <u>air</u>	<u>140-24-100-2210-6582-510-0000</u>
Rental Car	_____		_____
Meals	<u>\$2,415.00</u>		<u>140-24-100-2210-6582-510-0000</u>
Lodging	<u>\$6,510.84</u>		<u>140-24-100-2210-6582-510-0000</u>
Substitutes	_____		_____
TOTAL	<u>\$23,149.84</u>		

The District will (or) will not receive reimbursement from outside sources.

Purpose of travel: To attend the NAESP - National Association of Elementary School Principals and NASSP – National Association of Secondary School Principals.

Outcomes and academic benefits to students and staff: Elementary and secondary principals will hear nationally known speakers. They will attend sessions on improving elementary and secondary schools and establishing programs to increase student learning.

Submitted by: Tassi Call 3-1-24
 Signature Date

Principal/Supervisor _____ Date _____
[Signature] 3/4/24
 Associate Superintendent/Superintendent 159 Date

**AMPHITHEATER PUBLIC SCHOOLS
STAFF TRAVEL/CONFERENCE REQUEST**

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.

EMPLOYEE(S): Todd Jaeger _____

SCHOOL: District Offices
 Department (opt.): Superintendent's Office
 DATE(S): 5/20/24-5/24/24

ACTIVITY/EVENT: Odyssey of the Minds World Finals

LOCATION: Ames, IA

ABSENCE: # Days 5 Sub Required: Yes No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
Registration	_____		_____
Transportation	<u>\$1200.00</u>	Mode <u>air</u>	<u>001.00.100.2579.6582.501.0000</u>
Rental Car	<u>\$250.00</u>		<u>001.00.100.2579.6582.501.0000</u>
Meals	<u>\$243.00</u>		<u>001.00.100.2579.6582.501.0000</u>
Lodging	<u>\$820.00</u>		<u>001.00.100.2579.6582.501.0000</u>
Substitutes	_____		_____
TOTAL	<u>\$2513.00</u>		

(Note: Tax credit contributions are District funds and require a budget code.)

The District will (or) will not receive reimbursement from outside sources.

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

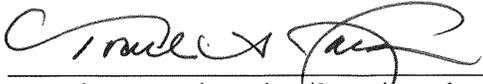
Purpose of travel: Attend the OM World Finals

Outcomes and academic benefits to students and staff: The purpose is to support the District teams competing in the OM World Finals. Odyssey of the Mind is an academic competition with robust participation in the district.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input type="checkbox"/> Caring | <input type="checkbox"/> Citizenship |
| <input type="checkbox"/> Collaboration | <input type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

The travel is necessary for the implementation of the project funding the travel.

Submitted by: _____
 Signature Date

 Associate Superintendent/ Superintendent Date 3-4-24

AMPHITHEATER PUBLIC SCHOOLS
STAFF/STUDENT TRAVEL REQUEST

Attach supporting documentation as needed.

ORIGINAL SUBMISSION

THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL

SCHOOL: Amphitheater High School

ESTIMATED NUMBER OF STUDENTS: 15 with the potential of more (will add chaperones as needed to meet the 1:10 ratio)

NAME OF SCHOOL GROUP/CLUB/ENTITY: Future Comp. Sci of Amphi- 1240

STAFF ADVISOR(S)/CHAPERONES: Mr. Richard Diaz and Ms. Stileda Rose

ABSENCE: # Days 4 Sub Required: Yes No # of School Days Missed 0

ACTIVITY / EVENT / PURPOSE OF TRAVEL: Computer Science students will get to experience Disney Imagination Campus to see how technology is used inside Disneyland.

DESTINATION OF TRAVEL: Disneyland 1313 S. Disneyland Drive Anaheim, CA 92802

DATES OF TRAVEL: March 18th, 19th, 20th, 21st, 2025 (over Spring Break 2025)

ACADEMIC BENEFITS TO STUDENTS: Students will get an inside look at how Disney Imagineers use technology to create the "Disney Magic" which will support how Disney creates the "happiest place on earth" feeling for all guests. Students will experience how technology will add to the experience when they observe how technology interacts with live performances, rides, and shows which all come together to bring an understanding of how Disney creates and maintains each ride.

Key Learning Objectives:

After completing this workshop, participants will be able to:

- **Describe Walt Disney's contributions to progress and utilization of technology in theme park experiences.**
- **Define the difference between hydraulics and pneumatics and explain the benefits of each.**
- **Understand how sound and light can impact the emotions in a given experience.**
- **Gain knowledge of the history and progression of theme park technologies.**
- **Experience the versatility of specific technology being used in very different ways.**
- **Articulate how acoustical engineering applies to the design of our spaces.**

Identify which characteristics of the Portrait of Graduate are specifically related to this event.

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Academic Content | <input checked="" type="checkbox"/> Caring | <input checked="" type="checkbox"/> Citizenship |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Creative Thinking |
| <input checked="" type="checkbox"/> Critical Thinking | <input checked="" type="checkbox"/> Problem-Solving | |

PROPOSED METHOD OF TRANSPORTATION:

District-owned vehicles

Transportation approval: _____

Other Mountain View Tour Bus

Are expenses paid from any of the following accounts? Auxiliary _____ Tax Credits _____ Club Funds
Parent Organization _____ EIR Grant **(will be paying for transportation)**

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	APPROX. COST	BUDGET CODE
Registration	<u>\$6,698.00^{*#}</u>	<u>850.00.610.1001.6892.281.0000</u>
Transportation	<u>\$6,984.00^{^#}</u>	380.25.460.2790.6519.282.0000
Meals	<u>\$900.00^{*#}</u>	<u>850.00.610.2190.6892.281.0000</u>
Lodging	<u>\$7,636.36^{*#}</u>	<u>850.00.610.2190.6892.281.0000</u>
Substitutes	<u>\$0.00</u>	_____
TOTAL	<u>\$15,234.36^{^#}</u>	

* - This is an estimate of using 15 students as Imagination Campus requires a minimum of 15 students. Cost may increase depending on student count higher than 15.

^ - EIR Grant will be paying for transportation; this cost is not part of the overall student cost.

- Prices have a 20% increase due to inflation of cost. Amounts will not be adjusted at the end of May 2024.

WILL THE DISTRICT RECEIVE REIMBURSEMENT? **NO**

IF SO, SOURCE & AMOUNTS: _____

* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

HOW ARE CHAPERONE EXPENSES PAID? **The advisor and chaperone will pay half of cost and club will pay the other half.**

COST TO EACH STUDENT **\$1,015.63^{*#}**

HOW IS THIS TRAVEL MADE AVAILABLE TO ALL ELIGIBLE STUDENTS (LOW FAMILY INCOME PROVISIONS)? **Future Comp. Sci of Amphi will be doing fundraising events from August 2024 to December 2024 to offset the cost or pay entire per student cost.**

FUNDING SOURCE(S): **Future Computer Science of Amphi-1240**

FUNDRAISING ACTIVITIES PLANNED (If applicable): **Eggee's sales, Candy sales, popcorn sales, and a restaurant fundraising, and other fundraising activities will be added if needed.**

The travel is necessary for the implementation of the project funding the travel.

SUBMITTED BY: Richard J. Diaz, Jr. 2/1/24
Signature Date

APPROVED BY: M. J. Arlbe 2/6/24
Principal/Supervisor Date

[Signature] 2/6/2024
Associate Superintendent/Superintendent Date



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2024-2025

BACKGROUND:

The Meet and Confer committee developed a recommendation on an employee compensation and fringe benefit package for Fiscal Year (FY) 2024-2025. This is in addition to the market adjustment made for brand new teachers on February 13, 2024.

The recommendation states:

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 24-25. In addition to the initial compensation changes approved by the Governing Board on February 13, 2024, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

- 1. Increase base pay by 2% for eligible employees.*
- 2. Market adjustment for all certified, professional non-teaching, and classified employees.*
- 3. Retention stipend for the 2024-2025 school year of at least 3%.*
- 4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.*
- 5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.*

The Arizona legislature continues to deliberate and has not adopted a state budget for next year, the Meet and Confer committee has signed a joint recommendation. The minimum anticipated increase that the District will receive from the State of Arizona for FY 2024-2025 is the 2% inflationary increase authorized by Prop 123. If the Arizona legislature gives schools additional monies, the teams will reconvene.

Staff survey results were clear. The top priority of employees is an equal percentage raise for all. The third most important priority is raising starting salaries to remain competitive and fill vacancies. Many, many employees commented on how stressful their jobs have become due to unfilled positions. Others commented on the need to hire new teachers so our children did not have non-certified employees teaching our Amphi children. In Amphi we have not increased starting teacher pay for many years thus creating Amphi new teacher salaries to become the second lowest in Southern Arizona. Our low starting teacher pay has meant that we could not be competitive in the recruitment of new teachers to Amphi.

Retention of our current teachers and employees was another frequent comment in our survey. The Meet and Confer teams knew to retain our current employees they too needed to receive the market adjustment that was given to new teachers. With the market adjustment to the base salary, 2% to the base salary from the state budget and the minimum 3% retention stipend all returning teachers will see their 2024-2025 compensation increase by an amount between \$4,500 and \$6,000 depending on how long they have been with the district. It's important to note that with the market adjustment levels all teachers will earn more than those with less experience.

Retention of our classified employees is very important to Meet and Confer teams as well. The recommendation also addresses classified pay, with a market adjustment of \$0.80 per hour. This is in addition to the increase of \$0.50 per hour classified employees received in January. Classified employees will also receive the 2% increase from the state budget and are eligible to receive the minimum 3% retention stipend if they return for 2024-2025.

If the Governing Board approves the meet and confer recommendation as presented, then FY 2024-2025 employee contracts and/or computation sheets for qualified returning employees will be issued with the 2% increase mandated by Prop 123 and the market adjustment.

Employee Input on Recommendations

Consistent with Regulation HD-R (Meet and Confer Procedures), the Meet and Confer committee presented its recommendation to District personnel for approval and comment on Tuesday, February 27, 2024. The survey results will be shared during the Board meeting.

RECOMMENDATION:

The Administration recommends that the Governing Board approve the joint recommendation as presented.

Approval of this item ultimately permits qualified returning employees to receive a total percentage increase to base pay equal to 2%, a market adjustment and at least a 3% retention stipend.

Finally, appreciation is expressed to Meet and Confer committee members for their continued work to complete the compensation recommendation through the meet and confer process. Those team members are:

**Amphi Education Association
Professional Staff Team**

Colin Cordell
Rebecca Green
Trish Hebert

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

**Amphi Education Association
Support Staff Team**

Linda Lewis
Vanessa Harding
Robert Wacker

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts

Facilitators

Tassi Call
Chris Gutierrez
Brie Ronnie

INITIATED BY:



Tassi Call, Associate Superintendent for Elementary Education K-5

Date: February 28, 2024



Todd A. Jaeger, J.D., Superintendent

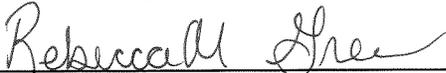
**JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR
COMPENSATION MATTERS**

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 24-25. In addition to the initial compensation changes approved by the Governing Board on February 13, 2024, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

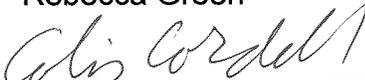
1. Increase base pay by 2% for eligible employees.
2. Market adjustment for all certified, professional non-teaching, and classified employees.
3. Retention stipend for the 2024-2025 school year of at least 3%.
4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

DATED this 26th day of February 2024.

For the Amphitheater Education Association:



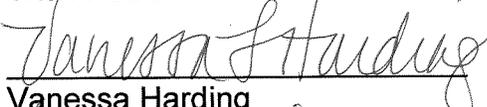
Rebecca Green



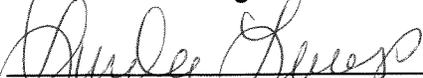
Colin Cordell



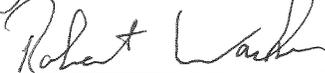
Trish Hebert



Vanessa Harding



Linda Lewis



Robert Wacker

For the District:



Matt Munger



Chris Trimble



Angela Wichers



John Hastings



Richard La Nasa



J.J. Letts

Facilitators:



Tassi Call



Brie Ronnie



Chris Gutierrez



2024-2025 Recommended Market Adjustments

Classified Employees: Increase of \$0.80 per hour.

Professional Non-Teaching Employees: Increase of \$2,000 to base pay.

Certified Employees: Increase to base pay as outlined in chart below.

School Year 2024-2025

First year teacher	\$4,300
Second year teacher	\$3,600
Third year teacher	\$3,600
Fourth year teacher	\$3,600
Fifth year teacher	\$3,600
Sixth year teacher	\$3,600
Seventh year teacher	\$3,600
Eighth year teacher	\$3,600
Ninth year teacher	\$3,600
Tenth year teacher	\$3,600
Eleventh year teacher	\$3,600
Twelfth year teacher and above	\$2,000



Recommendations of the Meet and Confer Committee

168



Tassi Call, Associate Superintendent for Elementary Education



Committee



Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Trish Hebert

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

Tassi Call
Chris Gutierrez
Brie Ronnie

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts



Committee Process



- Survey went out to all employees regarding workplace and policy issues
- January 8- team leaders met with facilitators to review the staff survey and developed committee work
- February 1, 7, 8 began compensation and benefits work
- February 26- concluded compensation and benefits



**JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR
COMPENSATION MATTERS**

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 24-25. In addition to the initial compensation changes approved by the Governing Board on February 13, 2024, the meet and confer committee also recommends that the Superintendent present the Governing Board with the following revision to the compensation package for District employees:

1. Increase base pay by 2% for eligible employees.
2. Market adjustment for all certified, professional non-teaching, and classified employees.
3. Retention stipend for the 2024-2025 school year of at least 3%.
4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

DATED this 26th day of February 2024.

For the Amphitheater Education Association: For the District:

Rebecca Green
Rebecca Green

Colin Cordell
Colin Cordell

Trish Hebert
Trish Hebert

Vanessa Harding
Vanessa Harding

Linda Lewis
Linda Lewis

Robert Wacker
Robert Wacker

Facilitators:
Tassi Call
Tassi Call

Brie Ronnie
Brie Ronnie

Matt Munger
Matt Munger

Chris Trimble
Chris Trimble

Angela Wichers
Angela Wichers

John Hastings
John Hastings

Richard La Nasa
Richard La Nasa

J.J. Letts
J.J. Letts

Chris Gutierrez
Chris Gutierrez





Joint Recommendation for Compensation and Benefits



The Meet and Confer committee recommends that the Governing Board approve the following recommendation for employees:

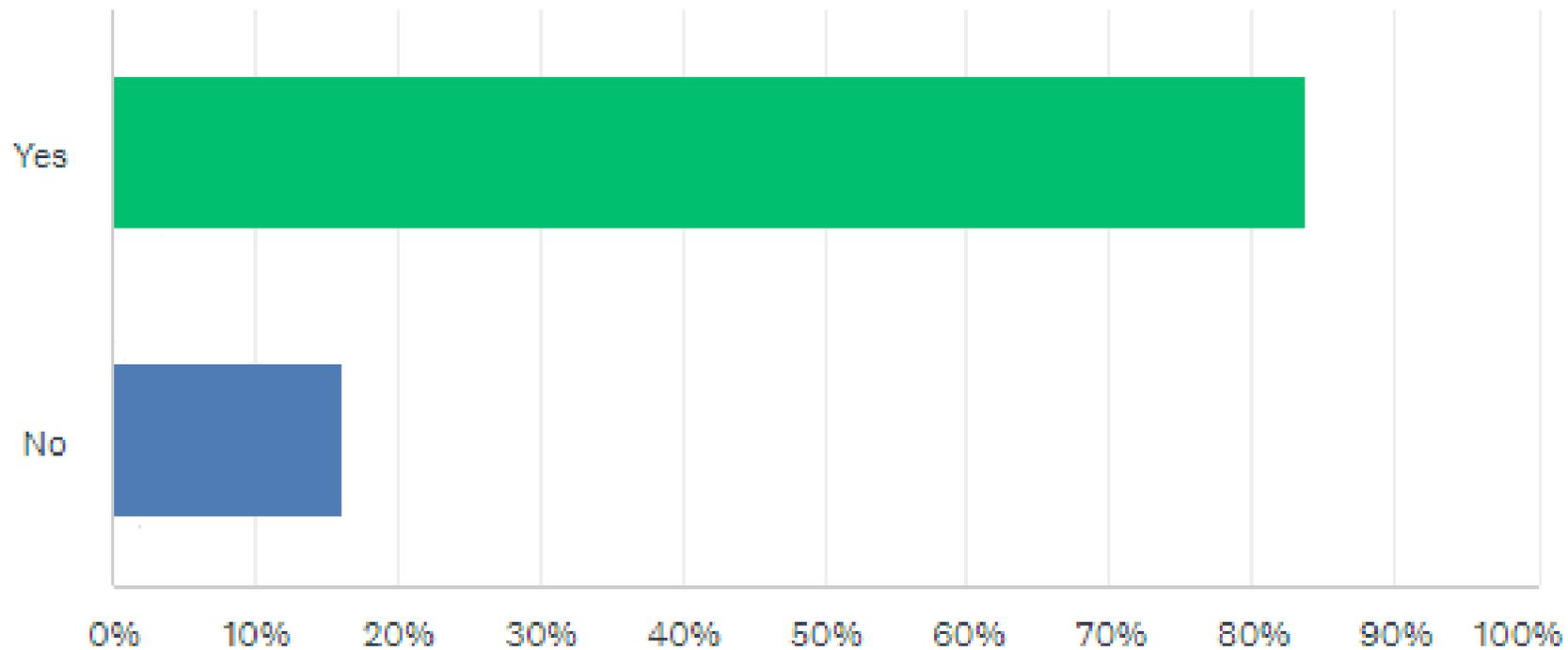
1. Increase base pay by 2% for eligible employees.
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4. Monies be set aside for increases to addendums. Specific recommendations will be made by the addendum committee.
5. Provision that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.



Joint Survey of Employees



Answered: 494 Skipped: 2



173

Survey Results

494 employees answered questions about the recommendation.

The results were as follows:

- 414 (83.81%) agree with the recommendations
- 80 (16.19%) disagree with the recommendations





Employee Comments

173 employees commented about the recommendations.

The common themes in these comments were:

1. Concerns that a 2% increase is insufficient to combat current cost of living increases
2. Employees worried about increasing health care costs
3. Many comments thanking the teams for working hard for all employee groups, not just teachers
4. Low employee pay at all levels
5. Concern that our veteran employees are not receiving fair compensation



Salary Increase for Employees



School Year	Increase	Additional Information
2004-05	2%, 5% Salary Schedule increase	
2005-06	2%	
2006-07	2%, 2% Salary Schedule increase	
2007-08	2%, Classified Schedule Increase 4%, Certified Schedule Increase- 3.5% years 2-10, 3.0% years 11-20, 2.5% years 21-30	
2008-09	2%	
2009-10	No salary increase	*Did not receive any state funding
2010-11	No salary increase, 2% reduction to salary schedule	Later reversed resulting in no decrease/increase *Did not receive any state funding
2011-12	No % increase, Salary Schedule increased to cover increase in contributions to AZ State Retirement so no loss in pay to employees	
2012-13	2%, 1% Salary Schedule increase	
2013-14	2%, 1% Salary Schedule increase	



School Year	Increase	Additional Information
2014-15	1.4%	
2015-16	1.59% one-time given at end of each semester	
2016-17	2%, 1.6% Salary Schedule increase	
2017-18	No %, 1.37% Salary Schedule increase, classroom teachers received \$390 from classroom site fund stipend	
2018-19	<p>Classroom Teachers: \$3,600 increase; Support (classified) Staff: Increase of 55 cents per hour for support staff currently earning at least \$11.00 per hour. Support staff earning less than \$11.00 per hour received an increase in January 2019 to be compliant with the minimum wage increase required by Arizona state law; Professional Non-teaching: \$1,500 increase (This includes employee classifications formerly known as “professional non-teaching” as well as the other non-administrative salaried employees who did not qualify for the 1.06% salary increase authorized by the State of Arizona for the 2017-2018 school year.)</p>	



School Year	Increase	Additional Information
2019-20	<p>Classroom Teachers: 2.25% increase; and provide for a one-time longevity stipend (\$500 for persons with 6-14 years of service; \$1,000 for persons with 15+ years of service), for the 2019-2020 school year only, for teachers, counselors, librarians, or employees who work in certificated non-teaching positions as identified in the July 9 Governing Board agenda item that will roll into the base salary for the 2020-2021 school year. Teachers who are paid on an ASRS Retiree Returning to Work Teacher Contract do not qualify for this stipend; and for the funds remaining after applying the longevity stipend, the teams recommended that those funds be distributed by an equal percentage, 1.23%, to teachers (including those paid on ASRS Retiree Returning to Work Teacher Contract), counselors, librarians, and other eligible certificated non-teaching personnel as identified in the July 9 Governing Board agenda item; Support (classified) Staff: 2.25% increase; and eligible classified/support staff employees earning above \$12.00 per hour (after applying the 2.25% increase) by an additional one (1) percent, to address the minimum wage compression. Professional Non-teaching: 2.25% increase</p>	



School Year	Increase	Additional Information
2020-21	CTT Teachers: \$2,300 flat increase; Support Staff Classified: 2% increase; Professional Non-teaching: 2% increase	
2021-2022	1.5% increase; 301 Stipend: to eligible participants in a lump sum amount (TBD – approx. \$400) to be paid in December 2021; 3% Retention Stipend: for all returning staff approved at a prior Governing Board meeting via a Board “motion”	
2022-23	4.2% Retention Stipend for all returning staff from FY22; 7.42% to <u>all</u> employees (including ESI) who worked in FY22 and continued into FY23; ESI and RTW employees receive the 20% difference back to their base salary/rate of pay that they lost at time of retirement; CTNT schedule removed (CISS and SpEd Facilitators), collapsed into CTT. If on CTNT, received \$2,100 pro-rated by FTE back to base salary; Counselors and Counselor placement schedule received \$5,000 flat; Teacher placement schedule increased by 5%	
2023-24	2.92% increase; 5.6% Retention Stipend for all returning staff from FY23	



Teacher Salary Examples



Years as a teacher	Degree	Market Adjustment	2024-2025 Salary	2%	Total	At least 3% retention stipend	2024-2025 total compensation	2024-2025 Total Increase
0	BA	\$4,300	\$46,586.65	0	\$46,586.65	0	\$46,586.65	\$4,300.00
5	BA	\$3,600	\$48,792.36	\$975.85	\$49,768.21	\$1,493.05	\$51,261.26	\$6,068.90 ¹⁸⁰



Teacher Salary Examples



Years as a teacher	Degree	Market Adjustment	2024-2025 Salary	2%	Total	At least 3% retention stipend	2024-2025 total compensation	2024-2025 Total Increase
15	MA	\$2,000	\$50,719.35	\$1,054.39	\$53,678.25	\$1,613.21	\$55,386.95	\$4,667.60
25	MA	\$2,000	\$58,999.54	\$1,179.99	\$60,179.53	\$1,805.39	\$61,984.92	\$4,985. ¹⁸¹ 38



Conclusion



1. Approval will allow for a market adjustment for all certified, professional non-teaching, and classified employees for FY 24-25.
2. Approval will increase the base pay for all returning employees.
3. Approval will allow for a retention stipend of at least 3% for all returning employees for the FY 24-25.
4. Approval will allow that monies be set aside for an increase to addendums. Specific recommendations will be made by the addendum committee.
5. Approval that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

Questions?





**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: March 5, 2024

TITLE: Study of Proposed Recommendations Developed through the Meet and Confer Process for:

- 1. Revisions to Governing Board Policy GCCA (Professional Staff Sick Leave)**
- 2. Revisions to Governing Board Policy GCCD (Professional Staff Military/Legal Leave)**

BACKGROUND:

The Meet and Confer committee teams met and conferred regarding policies and employee working conditions in accordance with Policy HD. The teams began with a joint survey of employees to gather input on matters to be discussed during the policy portion of meet and confer. The data was used to identify the specific employment policies and working conditions discussed by the Meet and Confer committee.

The Professional/Certificated Committee recommendations are as follows:

The Professional/Certificated Committee met on policies specific to professional and certificated employees. This committee developed the following recommendations:

- 1. Revisions to Governing Board Policy GCCA (Professional Staff Sick Leave)*
- 2. Revisions to Governing Board Policy GCCD (Professional Staff Military/Legal Leave)*

Their recommendations include:

- Revising Policy GCCA to remove the language “sick leave may be taken in increments of one (1) hour” and replace with, “Sick and personal leave shall be taken in increments of four (4) consecutive hours in cases when a substitute is required. In the case that a substitute is not required, leave may be taken in one (1) hour increments.”
- Revising Policy GCCA under Sick Leave Accrual for clarity.
- Revising Policy GCCD to allow employees to keep the reimbursement that allows for compensation of their mileage and meals. Employees are responsible for turning all documentation into the District to ensure that only the regular salary may be received by an employee on jury duty.

In the joint survey results the Meet and Confer teams sent out before the policy work began, our teachers stated they want to continue the Sick Leave Buyback program that has been piloted for the past two years. To continue the Sick Leave Buyback program, it must remain “cost neutral”. For this to happen the policy GCCA had to change. In Amphi, a half time substitute is paid for four hours of work. When a teacher takes off one hour they are only are charged for the hour, but the substitute is paid for four hours, creating a financial deficit. The information from the survey was very clear to the Meet and Confer teams, employees want to continue the Sick Leave Buyback program as it was intended to value our veteran employees and remain “cost neutral”. If a substitute is not needed, then the employee will only be charged in one (1) hour increments.

The area of “all” in policy GCCA for Sick Leave Accrual needed to be removed for clarity. The policy reads, “Upon retirement, resignation or termination for inadequacy of classroom performance or other cause the District will pay for “all” unused sick leave at the rate established by the Governing Board for this purpose.” The meet and confer teams determined that the language was misleading to our employees. For example, there is no sick leave payback for employees with less than seven years of service at the time of separation. By removing “all” our employees will have clear expectations about sick leave during their employment.

In policy GCCD the changes will ensure that employees keep their mileage and meal stipends. Employees will need to turn documentation into the District for any Jury Duty they attend. Employees can only receive their regular salary, not any additional monies they are paid. The intent of the small stipend from the court system is to pay for mileage and meals.

Copies of these recommendations are attached to this agenda item.

Employee Input on Recommendations

Consistent with Regulation HD-R (Meet and Confer Procedures), the Meet and Confer committee presented its recommendation to District personnel for approval and comment on Tuesday, February 27, 2024. The survey results will be shared during the Board meeting.

RECOMMENDATION:

These recommendations are presented for the Board’s initial study. The policy revisions will be presented at a later meeting for adoption.

Finally, appreciation is expressed to Meet and Confer committee members for their continued work to complete the policy recommendation through the meet and confer process. Those team members are:

**Amphi Education Association
Professional Staff Team**

Colin Cordell
Rebecca Green
Trish Hebert

District Professional Staff Team

Matt Munger
Chris Trimble
Angela Wichers

**Amphi Education Association
Support Staff Team**

Linda Lewis
Vanessa Harding
Robert Wacker

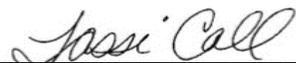
District Support Staff Team

John Hastings
Richard La Nasa
J.J. Letts

Facilitators

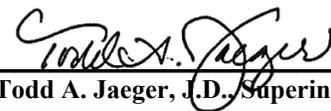
Tassi Call
Chris Gutierrez
Brie Ronnie

INITIATED BY:



Tassi Call, Associate Superintendent for Elementary Education K-5

Date: February 28, 2024



Todd A. Jaeger, J.D., Superintendent

**RECOMMENDATION OF THE MEET AND CONFER
PROFESIONAL/CERTIFICATED COMMITTEE FOR
PERSONNEL POLICY MATTERS**

We, the undersigned members of the Certificated/Professional Policy Meet and Confer Teams have met and conferred and now jointly recommend the attached revisions to Policy GCCA and GCCD.

DATED this 26th day of February 2024.

**For the Amphitheater Education
Association: Professional Staff Team**



Rebecca Green



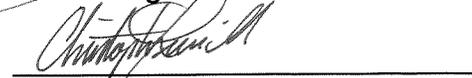
Colin Cordell

Trish Hebert

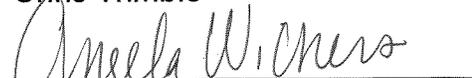
**For the Amphitheater School
District: Professional Staff Team**



Matt Munger



Chris Trimble



Angela Wichers

Certification of Accuracy by Professional/Certificated Facilitators



Tassi Call



Brie Ronnie

GCCA PROFESSIONAL STAFF SICK LEAVE

Note: Per Governing Board Policy GCCAA (Professional/Support Staff Earned Paid Sick Time), the first forty (40) hours of accrued sick leave each fiscal year will also be deemed "Earned Paid Sick Time" in accordance with the "Fair Wages and Healthy Families Act." Please see Policy GCCAA (Professional/Support Staff Earned Paid Sick Time) for its application.

Definition

The term *personal illness* includes pregnancy, childbirth, pregnancy-related issues, and other related medical conditions, and all conditions described as "Family Illness; Quarantine," set forth below.

Eligibility

Professional staff personnel employed twenty (20) hours per week or more are eligible for accumulated sick leave. All instructional and other certificated personnel may use any or all accrued sick leave in approved cases, or in substitution for family and medical leave when such leave is taken because of an eligible employee's own serious health condition that renders the employee unable to perform the functions of the assigned position or the serious health condition of the employee's spouse, child or parent in accordance with Policy GCCC (Family and Medical Leave Act [FMLA]). If an employee elects to substitute paid sick leave for family and medical leave in accordance with Policy GCCC restrictions on the use of paid sick leave set forth in this policy that are contrary to those set forth in Policy GCCC shall not apply. An employee electing such substitution need only comply with any notice requirements applicable to the use of paid sick leave, and not with the more stringent notice and certification requirements set forth in Policy GCCC, unless the employee's paid leave period is followed by a period of unpaid family and medical leave. The limitations on the use of sick leave applicable to employees who have abortions shall remain applicable to the substitution of paid sick leave for family and medical leave taken in accordance with Policy GCCC.

Earned Sick Leave

Any new employee or an employee who has accrued less than five (5) days of sick leave from previous years shall, for the purposes of any personal illness during the first five (5) months of any contract year, be deemed to have already earned those first five (5) days of sick leave. If an employee uses those five (5) days of sick leave but does not subsequently earn them, and if employment with the District is terminated for any reason, the District shall not be entitled to recover for those used sick days. In an instance when an employee in this category shall begin the term of

service with the District after the beginning of the school year, the length of sick leave for that year shall be prorated according to the months remaining in the school year.

~~Sick leave may be taken in increments of one (1) hour.~~ Sick and personal leave shall be taken in increments of four (4) consecutive hours in cases when a substitute is required. In the case that a substitute is not required, leave may be taken in one (1) hour increments

Deductions upon Exhaustion of Sick Leave

A nonexempt staff employee will not be paid for hours that such employee is absent from work due to personal illness, once the employee has exhausted the employee's total earned sick leave and allotted personal leave.

When an exempt staff employee has exhausted the employee's total earned sick leave and allotted personal leave, the District may deduct pay from such employee's salary for the time of the employee's absence in excess of the employee's earned sick leave and allotted personal leave.

Unpaid Extended Leave

An employee who has used the total allowed paid sick leave may be placed on an unpaid extended leave of absence status by applying for such leave in accordance with Policy GCCC, Professional Staff Leaves of Absence without Pay.

Sick Leave Accrual

Full-time employees accrue sick leave at the rate of four (4) hours per pay period until the employee reaches their maximum annual sick leave accrual for the contract year. Sick leave accrual is prorated by start date and full-time equivalency (FTE). It will not be based on addendum pay, stipends, bonuses, overtime or shift differentials.

Eligible Academic Year employees may accrue a maximum of seven (7) days per contract year. Eligible Fiscal Year employees may accrue a maximum of ten (10) days per contract year.

There is no limit to the amount of sick leave that may rollover to the next fiscal year to hold as accrued sick leave for future use. Accrued sick leave may be accumulated from year to year.

Upon retirement, resignation or termination for inadequacy of classroom performance or other cause, the District will pay for ~~all~~ unused sick leave at the rate established by the Governing Board for such purpose.

The procedure for payment of unused sick leave will be as set forth in the fringe benefit schedule for certificated employees. Due to the nature of this program, employees who seek voluntary resignation, after accepting their contracts and prior to working during the contract year, will not be eligible for this option.

Approved Sick Leave

Eligible employees may be granted sick leave when they are unable to perform their duties because of personal illness, injury or because they must be absent from work for the purpose of obtaining health-related services not available before or after regular working hours.

Approved Absence without Pay

With approval by the supervisor, employees not eligible for sick leave benefits may be absent without pay because of personal illness, injury or for the purpose of obtaining health-related services available only during regular working hours.

Procedures and Controls

Sick leave should be approved in advance whenever possible. Sudden illness that results in absence must be reported to the employee's supervisor as early as possible. Family and medical leave taken pursuant to Policy GCCC is subject to the requirements and procedures set forth therein.

Should there be reason to believe that sick leave is being abused, the employee's supervisor may require verification of illness by means of a physician's statement or through other appropriate methods. If it is determined by the District that sick leave is being abused, such sick leave benefits shall be reduced or terminated with respect to that occurrence immediately.

The Human Resources Department shall periodically review sick leave usage and submit reports to supervisors.

Illness during Authorized Holiday

If an authorized holiday falls within a period of absence caused by illness, sick leave for the holiday period will not be charged to an employee. It is the responsibility of the employee to report such illness to the immediate supervisor.

Addendum

Federal policy, when in conflict with this policy, shall apply to staff members who are employed under federal regulations.

Family Illness; Quarantine

Family Illness:

With approval by the principal or the supervisor, an employee may be absent because of illness in the family (family to be defined by the employee) provided that such absence shall be deducted from the employee's sick leave.

At an employee's option, paid sick leave for family illness may be substituted for all or a portion of otherwise unpaid family and medical leave taken by an eligible employee to care for a spouse, child or parent with a serious health condition pursuant to Policy GCCC. Such substitution is not subject to principal or supervisor approval.

Should there be reason to believe that absence due to family illness is being abused, the employee's supervisor may require verification of illness by means of a physician's statement or through other appropriate methods. If it is determined that the absence due to family illness is being abused, such sick leave benefits shall be reduced or terminated with respect to that occurrence immediately.

Quarantine:

In case of absence due to quarantine, the employee may receive full pay to the extent of all earned sick leave. Once all accumulated leave is exhausted, an employee who remains under quarantine will be granted leave of absence without pay for the duration of the quarantine.

Substitute

The Human Resources Department is called to make provision for a substitute as may be needed.

Adopted: ~~January 10, 2023~~

LEGAL REF.:

A.R.S.

15-187

15-502

23-363

23-364

23-371

23-372

23-373

23-374

23-375

CROSS REF.:

GCBA - Professional Staff Salary Schedules

GCCAA - Professional/Support Staff Earned Paid Sick Time

GCCD PROFESSIONAL STAFF MILITARY / LEGAL LEAVE

The Board recognizes the fact that its employees have citizenship responsibilities, and, in order to make it possible for said employees to carry out their responsibilities to the city, county, state, or nation, the Board will grant leaves, in addition to jury duty, when an employee is called to attend field training services for the Military Reserve or National Guard and when an employee is a victim of a juvenile or adult crime exercising a right to be present at a proceeding as defined in statute.

Such leave will not count as experience to advance on the salary schedule.

When an employee receives notice that requires leave as delineated above, it is the responsibility of the employee to notify the Superintendent or principal.

Jury Duty

It is recognized by the Board that no employee is exempt from jury duty and that leaves of absence for such duty must be granted.

~~A. Only the regular salary may be received by an employee on jury duty. It is the responsibility of the employee to provide the District with documentation of jury duty. The failure to provide the required documentation may result in a dock of pay.~~

~~An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].~~

~~1. It is the responsibility of the employee to reimburse the District for jury duty pay when such payment is made directly to the employee. Failure to reimburse the District at the completion of the jury duty service will result in a full deduction equal to the number of contract days missed.~~

~~2. An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].~~

Victim Leave

Statute provides that an employer who has fifty (50) or more employees shall permit an employee leave if the employee is the victim of juvenile or adult crime and is exercising a right to be present at a proceeding as defined in A.R.S. 8-420 or 13-4439. Compensation may be provided if the employee has available vacation or to the extent other leave may be available by policy.

- A. An employee's accrued vacation, personal, sick or other applicable leave shall be used to the extent available by policy.
- B. If paid leave is unavailable, the employee must request an unpaid leave of absence in accord with policy.
- C. Before an employee may leave work for this purpose, the employee shall provide the employer with a copy of the form provided by law enforcement and if applicable a copy of the information the law enforcement agency provides the employee pursuant to either A.R.S. 8-386 or 13-4405.
- D. Leave for this purpose may be limited if the leave creates an undue hardship to the employer's business.

Military Leave:

- A. An employee who is a member of the Military Reserve or National Guard shall be entitled to leave of absence without loss of pay, time, or efficiency rating when engaged in field training [A.R.S. 26-168 and 38-610].
- B. An employee who is a member of the uniformed service may use any vacation leave or other accumulated paid time off during their service, or may take unpaid leave of absence.
- C. The District must reemploy uniformed service members, as defined in 38 U.S.C. 4303, returning from a period of service, if the service member:
 - 1. Was employed by the District.
 - 2. Gave the District notice that he or she was leaving the job for service in the uniformed services, unless giving notice was precluded by military necessity or otherwise impossible or unreasonable.
 - 3. Has a cumulative period of service in the uniformed services not exceeding five (5) years.
 - 4. Was not released from service under dishonorable or other punitive conditions.
 - 5. Has reported back to the District in a timely manner or has submitted a timely application for reemployment in accordance with the Uniformed Services Employment and Reemployment Rights Act.

Adopted: date of Manual adoption

LEGAL REF.:

A.R.S.

8-386

8-420

13-4405

15-502

16-402

21-236

26-168

38-610

A.G.O.

I80-177

38 U.S.C. 4301 *et seq.*, Uniformed Services Employment and Reemployment
Rights Act



Recommendations of the Meet and Confer Committee

194



Tassi Call, Associate Superintendent for Elementary Education



Committee



Amphi Education Association Professional Staff Team

Colin Cordell
Rebecca Green
Trish Hebert

Amphi Education Association Support Staff Team

Linda Lewis
Vanessa Harding
Robert Wacker

Facilitators

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Chris Gutierrez
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District Professional Staff Team

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John Hastings
Richard La Nasa
J.J. Letts



Committee Process



- Survey went out to all employees regarding workplace and policy issues
- October 18- team leaders met with facilitators to review the staff survey and developed committee work
- October 30- trained on IBB process and began policy work
- November 2- Professional/Certified Committee concluded policy work



Committee Recommendation

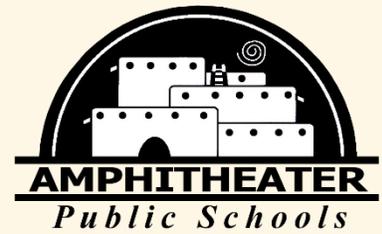


Proposed revisions to Policy GCCA

1. ~~Sick leave may be taken in increments of one (1) hour.~~ Sick and personal leave shall be taken in increments of four (4) consecutive hours in cases when a substitute is required. In the case that a substitute is not required, leave may be taken in one (1) hour increments
2. Upon retirement, resignation or termination for inadequacy of classroom performance or other cause, the District will pay for ~~all~~ unused sick leave at the rate established by the Governing Board for such purpose.



Committee Recommendation



Proposed revisions to Policy GCCD

Jury Duty

It is recognized by the Board that no employee is exempt from jury duty and that leaves of absence for such duty must be granted.

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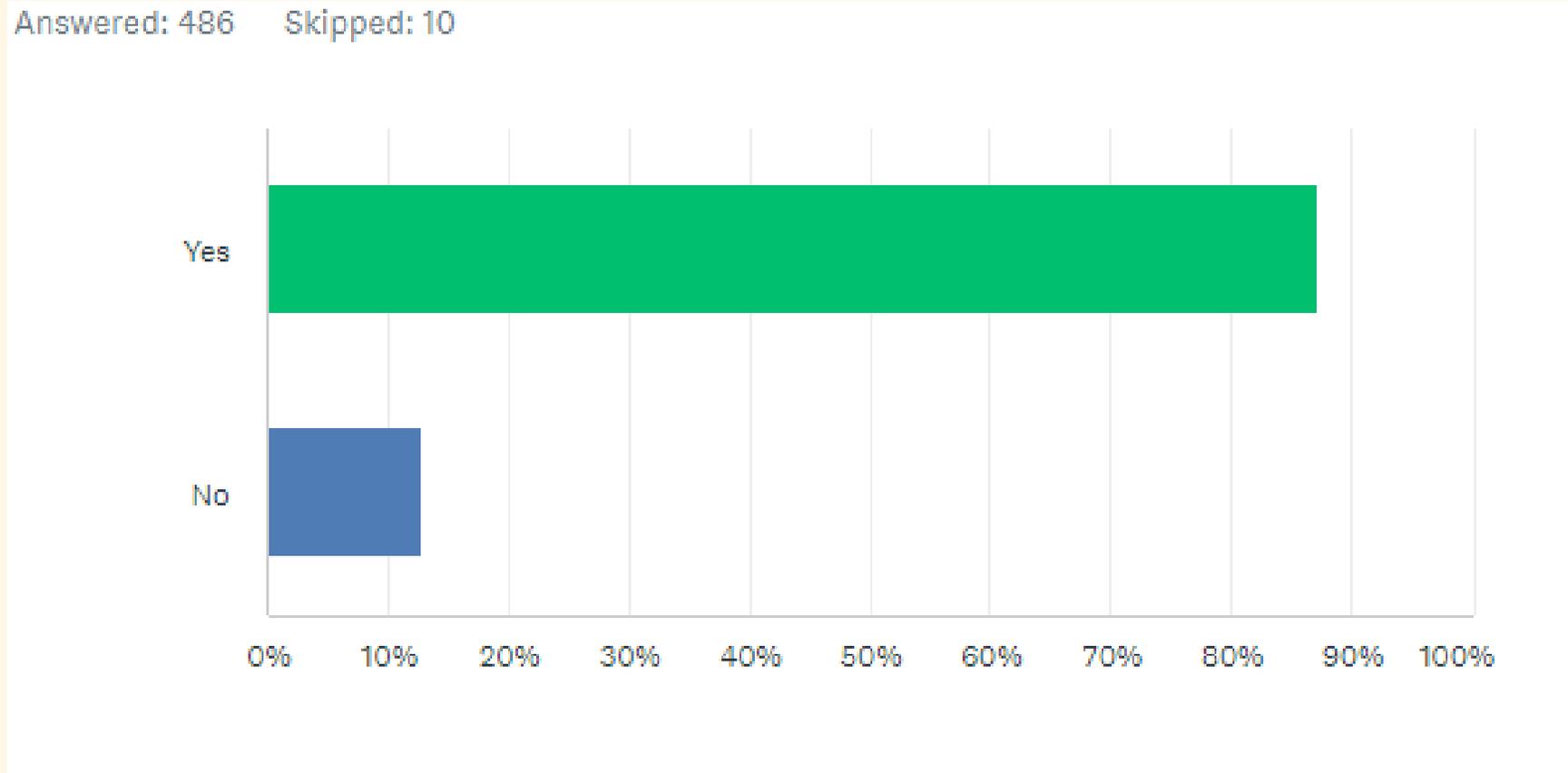
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~~2. An employee excused from jury duty after being summoned shall report for regular duty as soon as possible. Failure to report for duty will result in a deduction equal to that portion of a contract day missed [A.R.S. 21-236].~~



Joint Survey of Employees





Survey Results

486 employees answered questions about the recommendations

The results were as follows:

- 424 (87.24%) agree with the recommendations
- 62 (12.76%) disagree with the recommendations



Employee Comments

79 employees commented about the recommendations

The common themes in these comments were:

1. More information need to be distributed for clarity on the one (1) hour vs four (4) hours
2. Employees still would like to have PTO and Sick Leave combined
3. Educate employees on how substitute teachers are paid (full vs. half day)

Questions?

