

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

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**DATE OF MEETING:**      July 11, 2023

**TITLE:**              Approval of Personnel Changes

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**BACKGROUND:**

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as of July 10, 2023.

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

ECHO Afterschool Aide/Caregiver  
ECHO Afterschool Instructional Specialist  
ECHO Afterschool Director/Teacher

These positions will support the Educational Community Home Outreach (ECHO) program at Nash Elementary. The program provides additional no cost after-school programming, Summer academic achievement classes, enrichment, sports programs, and other community outreach services for your children and their families.

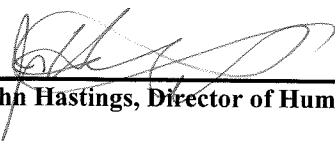
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**RECOMMENDATION:**

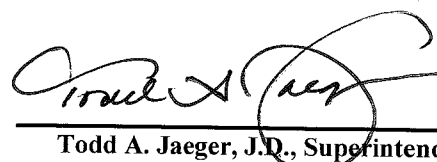
It is the recommendation of the Administration that the personnel changes be approved as presented.

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**INITIATED BY:**

  
John Hastings, Director of Human Resources

Date: July 10, 2023

  
Todd A. Jaeger, J.D., Superintendent

7/11/2023

# GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Hopkins	Kenna	Psychologist	CT-PR	Rillito Center	Increase FTE			+0.2 FTE
Gindt	Trechel	Principal	CT-AD	Holaway Elementary	Correction			position & location
Blayda	Meghan	Teacher - Preschool Director	CT	Amphi High School	Transfer			
Martinez	Amy	Teacher - Pandemic Recovery	CT	La Cima Middle School	Decrease FTE			
Martinez	Amy	Teacher - Music	CT	La Cima Middle School	Increase FTE			
Ochoa	Joy	Teacher - REACH	CT	Copper Creek Elementary	Increase FTE			+ .20 FTE
Ochoa	Joy	Teacher - REACH	CT	Coronado K-8 School	Decrease FTE			<0.20 FTE>
Olszewski	Cynthia	Special Education Facilitator	CT	CDO High School	Salary Adjustment			+\$2,665.95
Castro Figueroa	Maria	Custodian I	CL	La Cima Middle School	Transfer	2	<\$1.70>	*
Cruz	Kristy	Special Education Teaching Assistan	CL	Rillito Center	Transfer			
Flores	Mallory	Preschool Instructional Specialist	CL	Mesa Verde Elementary	Promotion	5	+\$0.62	
Frost	Rachel	Special Education Teaching Assistan	CL	Prince Elementary	Transfer			
Gregg	Bethani	Instructional Technology Specialist	CL	Copper Creek Elementary	Decrease FTE			.50 FTE
Houston	Juanita	Classroom Aide/Caregiver	CL	Nash Elementary	Promotion		+\$0.61	
Kirk	Lois	Clerk	CL	Donaldson Elementary	Transfer		<\$0.15>	
Kirk	Lois	Educational Assistant to the Element	CL	Donaldson Elementary	Transfer		+\$0.59	
Kraft	Guadalupe	Classroom Aide/Caregiver	CL	Amphi Middle School	Transfer	2	N/A	
Manes	Rorie	Classroom Aide/Caregiver	CL	CDO High School	Transfer			
Rivera	Vanessa	Payroll Specialist - Lead	CL	Wetmore Center	Reassignment	14	5+ years	
Roa	Alix	Elementary School Health Aide	CL	Holaway Elementary	Transfer		+\$0.63	
Ackerman	Janet	DH - Social Studies HS	ADCT	Ironwood Ridge High	Addendum			\$3,350.00
Altemara-Arnold	Sara	ADDN - Curriculum Development	ADCT	CDO High School	Addendum			\$25.00 per hour

*	2022-2023 School Year							
Addendum	Employee receiving extra-curricular position or stipend					ADCT	Addendum Certified	
Added Duty	Employee working additional hours or days					ADCL	Addendum Classified	
Additional Position	Employee working an additional position					ADACS	Addendum Amphi Community Schools	
Correction	Correction to contract					CT-AD	Certified Administrative	
Decrease FTE	Decrease in hours					CT	Certified	
Extension	End date being extended					CL-AD	Classified Administrative	
Increase FTE	Increase in hours/contract					CL	Classified	
Promotion	Employee receiving a promotion to another position					PR	Professional	
Reassignment	Employee moving to another position at the direction of the administration					EL	Elementary	
Status Change	Employee changing status (i.e. short term to career)					MS	Middle School	
Temporary	Employee working for a limited period of time					HS	High School	
Transfer	Employee moving from one position to another							

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LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Ambrisio	Trish	ADDN - Technology Coach HS	ADCT	Ironwood Ridge High	Addendum		\$1,550.00	
Ambrosio	Trish	ADDN - Musical Assistant Director HS	ADCT	Ironwood Ridge High	Addendum		\$1,696.00	
Arredondo	Mateo	ADDN - Math Counts MS	ADCT	Amphi Middle School	Addendum		\$950.00	
Avila	Paul	ADDN - Extra Days	ADCT	Amphi Middle School	Added Duty		\$315.20	
Bais	Ryan	Coach - Golf HS	ADCT	Ironwood Ridge High	Addendum		\$2,600.00	
Bartz	Emily	Coach - Cross Country HS	ADCT	Ironwood Ridge High	Addendum		\$2,600.00	
Bernal	Yemen	DH - Social Worker	ADCT	Wetmore Center	Addendum		\$3,350.00	
Berrigan	Morgan	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Boe	Bradley	ADDN - Yearbook HS	ADCT	Ironwood Ridge High	Addendum		\$1,850.00	
Borden	Kylie	ADDN - Technology Coach MS	ADCT	Amphi Middle School	Addendum		\$1,550.00	
Brestel	Emily	DH - Psychology	ADCT	Wetmore Center	Addendum		\$3,350.00	
Brown	Karen	ADDN - Curriculum Development	ADCT	Ironwood Ridge High	Addendum		\$25.00 per hour	
Busby	Devon	ADDN - Curriculum Development	ADCT	Donaldson Elementary	Addendum		*\$25.00 per hour	
Busby	Devon	Coach - Spiritleading Head Fall HS	ADCT	Ironwood Ridge High	Addendum		\$2,450.00	
Byrnes	Melani	DH - OT/PT	ADCT	Wetmore Center	Addendum		\$3,350.00	
Campbell	Ondrea	ADDN - Yearbook MS	ADCT	Amphi Middle School	Addendum		\$1,500.00	
Campbell	Ondrea	ADDN - Odyssey of the Mind	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Campbell	Ondrea	ADDN - MESA Coordinator MS	ADCT	Amphi Middle School	Addendum		\$1,500.00	
Cannon	Robert	ADDN - Musical Director HS	ADCT	CDO High School	Addendum		\$2,136.00	
Cannon	Robert	ADDN - Drama HS	ADCT	CDO High School	Addendum		\$2,250.00	
Cannon	Robert	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Cannon	Robert	ADDN - Yearbook HS	ADCT	CDO High School	Addendum		\$1,850.00	
Cardon	Alejandro	Teacher - Music	ADCT	Innovation Academy	Added Duty		\$4,806.87	
Chavez	Justin	Coach - Football Assistant MS	ADCT	La Cima Middle School	Addendum		\$1,400.00	

*	2022-2023 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
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LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Christman	Jill	DH - Science HS	ADCT	CDO High School	Addendum		\$3,350.00	
Claus	Katherine	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Cliff	Mary	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Cortese	Scott	Coach - Football Assistant HS	ADCT	Ironwood Ridge High	Addendum		\$2,500.00	
Counts	Austin	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Crist	Gary	ADDN - School Support Team	ADCT	Amphi High School	Addendum		*\$20.00 per hour	
Crist	Gary	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Cypert	Jacob	ADDN - Extra Hours	ADCT	Ironwood Ridge High	Added Duty		*\$24.93 per hour	
Cypert	Jacob	DH - Counseling HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Cypert	Jacob	ADDN - Extra Hours	ADCT	Ironwood Ridge High	Added Duty		\$25.66 per hour	
Dale	Jessica	DH - Counseling HS	ADCT	CDO High School	Addendum		\$3,350.00	
Davis	Shelby	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Demetriou	Harriet	ADDN - Curriculum Development	ADCT	Donaldson Elementary	Addendum		*\$25.00 per hour	
Demetriou	Harriet	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Desjarlais	Paul	DH - Science HS	ADCT	Innovation Academy	Addendum		\$3,350.00	
Di Vetta	Trista	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Diaz	Richard	ADDN - CTSO Stipend HS	ADCT	Amphi High School	Addendum		*\$1,250.00	
Diaz	Richard	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum		\$25.00 per hour	
Donahue	Brian	Coach - Tennis MS	ADCT	La Cima Middle School	Addendum		\$1,700.00	
Edelbrock	Thomas	ADDN - Added Duty	ADCT	Wetmore Center	Addendum		*\$625.00	
Estrella	Crystal	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Ewy	Danny	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Felix	Jennifer	ADDN - Student Government HS	ADCT	CDO High School	Addendum		\$1,750.00	
Frederiksen	Megan	ADDN - Summer School Teacher EL	ADCT	Mesa Verde Elementary	Addendum		*\$220.50	

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Additional Position	Employee working an additional position					CT-AD	Certified Administrative
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Fulks	Neal	ADDN - Interscholastic Activities Mgr	ADCT	Ironwood Ridge High	Addendum		\$2,850.00	
Garcia	Tiffin	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		*\$25.00 per hour	
Gerard	Michelle	DH - Physical Education HS	ADCT	CDO High School	Addendum		\$3,350.00	
Gibson-Sinclair	Jill	ADDN - School Support Team	ADCT	Holaway Elementary	Addendum		*\$20.00 per hour	
Glor	Daniel	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Godlewski	Fabienna	DH - Mathematics HS	ADCT	CDO High School	Addendum		\$3,350.00	
Golden	Brande	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Gottlieb	Hayley	ADDN - Curriculum Development	ADCT	Wetmore Center	Addendum		\$25.00 per hour	
Gowen	Jean	ADDN - Curriculum Development	ADCT	Ironwood Ridge High	Addendum		\$25.00 per hour	
Gutierrez	Rebecca	DH - Speech Language	ADCT	Wetmore Center	Addendum		\$3,350.00	
Harding	Kevin	ADDN - CTE Placement Survey	ADCT	Amphi High School	Addendum		*\$200.00	
Harper	Ellis	ADDN - School Support Team	ADCT	Amphi High School	Addendum		*\$20.00 per hour	
Hervet	Margaret	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Higgins	Kellie	DH - Science MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Holehan	Megan	ADDN - Musical Assistant Director H'	ADCT	CDO High School	Addendum		\$1,696.00	
Hooton	Rose	ADDN - Extra Hours	ADCT	Federal/State Programs	Addendum		\$27.66 per hour	
Howell	Luke	ADDN - Newspaper Addendum HS	ADCT	Ironwood Ridge High	Addendum		\$1,850.00	
Iadevaia	Jennifer	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Isom	Christa	ADDN - Summer School Preschool T	ADCT	Donaldson Elementary	Addendum		\$2,352.00	
Johnson	Brooke	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Johnson	Marian	ADDN - School Support Team	ADCT	Amphi High School	Addendum		*\$20.00 per hour	
Johnson	Neely	ADDN - School Support Team	ADCT	La Cima Middle School	Addendum		*\$20.00 per hour	
Johnson	Neely	Coach - Softball Assistant MS	ADCT	La Cima Middle School	Addendum		\$1,400.00	
Johnson	Neely	DH - Social Studies MS	ADCT	La Cima Middle School	Addendum		\$1,200.00	

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Kautz	Douglas	DH - Mathematics HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Kautz	Douglas	Coach - Golf HS	ADCT	Ironwood Ridge High	Addendum		\$2,600.00	
Keller	Jennifer	ADDN - Newspaper MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Keller	Jennifer	ADDN - Dyslexia Training Designee	ADCT	Amphi Middle School	Addendum		\$3,350.00	
Keller	Jennifer	DH - Language Arts MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Keller	Jennifer	ADDN - National Honor Society MS	ADCT	Amphi Middle School	Addendum		\$750.00	
Kelly	Kimberly	Teacher - Preschool Director	ADCT	Copper Creek Elementary	301 Payment		*\$4,558.37	
Killom	Natalie	ADDN - Vocal Music HS	ADCT	CDO High School	Addendum		\$1,950.00	
Knepper	Damon	ADDN - Band Director HS	ADCT	Ironwood Ridge High	Addendum		\$3,050.00	
Knepper	Damon	ADDN - Orchestra HS	ADCT	Ironwood Ridge High	Addendum		\$1,950.00	
Krater	Caroline	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Lang	William	ADDN - Curriculum Development	ADCT	Ironwood Ridge High	Addendum		\$25.00 per hour	
Lang	William	Coach - Volleyball Head HS	ADCT	Ironwood Ridge High	Addendum		\$3,000.00	
Le	Thanhliem	DH - Mathematics MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Lepore	Andrew	ADDN - Musical Director HS	ADCT	Ironwood Ridge High	Addendum		\$2,136.00	
Lepore	Andrew	ADDN - Curriculum Development	ADCT	Ironwood Ridge High	Addendum		\$25.00 per hour	
Lepore	Andrew	ADDN - Drama HS	ADCT	Ironwood Ridge High	Addendum		\$2,250.00	
Linder	Breanna	DH - Science MS	ADCT	La Cima Middle School	Addendum		\$1,200.00	
Lipich	Brande	ADDN - Extra Hours	ADCT	Rillito Center	Added Duty		\$32.80 per hour	
Lipich	Brandi	ADDN - Extra Hours	ADCT	Rillito Center	Added Duty		\$42.00 per hour	
Lipich	Brandi	ADDN - ESY Teacher EL	ADCT	Rillito Center	Addendum		\$42.00 per hour	
Martinez	David	Coach - Equipment Technician Fall H	ADCT	Ironwood Ridge High	Addendum		\$1,850.00	
McCann-Smith	Sarina	DH - Foreign Language HS	ADCT	CDO High School	Addendum		\$3,350.00	
McFredrick	Kyle	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	

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McGee	Caryn	DH - Language Arts MS	ADCT	La Cima Middle School	Addendum		\$1,200.00	
McGowan	Alisa	ADDN - Student Government HS	ADCT	Ironwood Ridge High	Addendum		\$1,750.00	
Meitner	Nickolas	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Menaugh	Jill	DH - Fine Arts HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Mendivil	Jorge	ADDN - Summer Weights	ADCT	Amphi High School	Addendum		\$866.67	
Mercilllott	Christopher	DH - Social Studies MS	ADCT	Amphi Middle School	Addendum		\$1,200.00	
Michaels	Christina	DH - Mathematics MS	ADCT	La Cima Middle School	Addendum		\$1,200.00	
Miller	Sally	Teacher - REACH	ADCT	Ironwood Ridge High	Added Duty		\$11,075.58	
Nelson	Tatum	ADDN - School Support Team	ADCT	Donaldson Elementary	Addendum		*\$20.00 per hour	
Oros	Lourdes	ADDN - AZELLA Testing	ADCT	Federal/State Programs	Addendum		\$30.00 per hour	
Penneck	Jeffrey	Coach - 1st Q. Interscholastic Super	ADCT	La Cima Middle School	Addendum		\$500.00	
Plank-Bowman	Dorothy	ADDN - School Support Team	ADCT	Rillito Center	Addendum		\$20.00 per hour	
Queiruga	Jennifer	ADDN - AVID Site Team Coordinator	ADCT	Amphi Middle School	Addendum		\$1,500.00	
Ramesy	Julie	ADDN - Extra Days	ADCT	Coronado K-8 School	Added Duty		\$278.81 per day	
Raney	Heather	ADDN - Extra Hours	ADCT	Wetmore Center	Addendum		\$44.77 per hour	
Resio	Ashley	ADDN - Summer School Preschool T	ADCT	Prince Elementary	Addendum		\$2,352.00	
Rini	Kaitlyn	ADDN - Dyslexia Training Designee	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Rivas	Bianca	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum		\$20.00 per hour	
Roche	Christine	ADDN - Extra Hours	ADCT	Rillito Center	Added Duty		\$32.81 per hour	
Rodgers	H Morgan	ADDN - School Support Team	ADCT	Amphi High School	Addendum		*\$20.00 per hour	
Ronstadt	Joshua	ADDN - Curriculum Development	ADCT	CDO High School	Addendum		\$25.00 per hour	
Rouille	Doreen	DH - English HS	ADCT	Ironwood Ridge High	Addendum		\$3,350.00	
Schmuker	Ranee	ADDN - Band Director HS	ADCT	CDO High School	Addendum		\$3,050.00	
Shaheen	John	ADDN - Flags Coach HS	ADCT	Ironwood Ridge High	Addendum		\$1,250.00	

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Smith	Lucas	ADDN - School Support Team	ADCT	Amphi High School	Addendum			*\$20.00 per hour
Smith	Michael	Coach - Cross Country HS	ADCT	Ironwood Ridge High	Addendum			\$2,600.00
Smith	Michael	DH - Physical Education HS	ADCT	Ironwood Ridge High	Addendum			\$3,350.00
Street	Lee	DH - Fine Arts HS	ADCT	CDO High School	Addendum			\$3,350.00
Street	Lee	Teacher - Digital Photography	ADCT	CDO High School	Added Duty			\$10,464.80
Tagawa	Toru	ADDN - Orchestra HS	ADCT	CDO High School	Addendum			\$1,950.00
Tarbet	Jeremy	ADDN - Curriculum Development	ADCT	CDO High School	Addendum			\$25.00 per hour
Tarbet	Jeremy	DH - CTE HS	ADCT	CDO High School	Addendum			\$3,350.00
Tarbet	Jeremy	ADDN - Curriculum Development	ADCT	CDO High School	Addendum			\$25.00 per hour
Taylor	Liza	Teacher - REACH	ADCT	Ironwood Ridge High	Added Duty			\$10,125.15
Taylor	Sean	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum			\$20.00 per hour
Thomure	Emry	ADDN - Musical Assistant Director HS	ADCT	CDO High School	Addendum			\$1,696.00
Todd	Cary	Coach - Softball Head MS	ADCT	La Cima Middle School	Addendum			\$1,700.00
Velasquez	Jeanne	ADDN - Curriculum Development	ADCT	Amphi High School	Addendum			\$25.00 per hour
Walden	Sandra	ADDN - Extra Hours	ADCT	Rillito Center	Added Duty			\$32.79 per hour
Weaver	Jason	ADDN - PBIS Coordinator	ADCT	Wetmore Center	Added Duty			\$12,000.00
Whetherhult	Stephen	ADDN - Curriculum Development	ADCT	CDO High School	Addendum			\$25.00 per hour
White	Zachary	ADDN - Percussion HS	ADCT	Ironwood Ridge High	Addendum			\$1,250.00
Wiechert	Hilary	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum			\$20.00 per hour
Wojdyla	Cheryl	Coach - Volleyball Assistant HS	ADCT	Ironwood Ridge High	Addendum			\$2,400.00
Wolf	Amber	ADDN - School Support Team	ADCT	Rio Vista Elementary	Addendum			\$20.00 per hour
Woodard	Nicholas	Coach - 1st Q. Extracurricular Activities	ADCT	La Cima Middle School	Addendum			\$2,000.00
Yeager	Elizabeth	DH - Social Studies HS	ADCT	CDO High School	Addendum			\$3,350.00
Yetman	Christopher	ADDN - Academic Decathlon HS	ADCT	CDO High School	Addendum			\$1,600.00

*	2022-2023 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
Alexander	Janine	ADDN - Extra Hours	ADCL	Wetmore Center	Added Duty			\$19.30 per hour
Anderson	Janine	ADDN - Extra Hours	ADCL	Wetmore Center	Added Duty			\$26.58 per hour
Blanco	Sandra	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Blanco	Sandra	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Added Duty			\$15.00 per hour
Blauser	Devonne	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$23.27 per hour
Campbell	Kevin	ADDN - Extra Hours	ADCL	Nash Elementary	Added Duty			\$15.26 per hour
Campbell	Scott	ADDN - Extra Hours	ADCL	Nash Elementary	Added Duty			*\$15.40 per hour
Campbell	Scott	ADDN - Extra Hours	ADCL	Nash Elementary	Added Duty			*\$15.40 per hour
Caponigro	Deborah	ADDN - Summer School IT Specialist	ADCL	Rio Vista Elementary	Addendum			\$15.79 per hour
Clark	Kandi	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Cruz	Kristy	ADDN - ESY Teaching Assistant EL	ADCL	Rillito Center	Addendum			\$15.55 per hour
Cruz	Kristy	ADDN - Extra Hours	ADCL	Rillito Center	Added Duty			\$15.55 per hour
Dalton-Aragon	Jaron	ADDN - Yearbook MS	ADCL	La Cima Middle School	Addendum			\$1,500.00
Fowler	Tracey	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Garbera	Shawn	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Gipson	Lori	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Hardin	Kristy	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Innes	Sandra	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$15.69 per hour
Innes	Sandra	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$15.69 per hour
Jaeger	Todd	Superintendent	ADCL	Wetmore Center	Contract Renewal			FY24 through FY26
Jansen	Sara	ADDN - Summer School Preschool A	ADCL	Painted Sky Elementary	Addendum			\$15.67 per hour
Lewis	Brandy	ADDN - Extra Hours	ADCL	Innovation Academy	Added Duty			\$16.72 per hour
Leyvas	Laura	ADDN - Extra Hours	ADCL	Nash Elementary	Added Duty			\$15.20 per hour
Martinez	David	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour

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2022-2023 School Year

Addendum	Employee receiving extra-curricular position or stipend	ADCT	Addendum Certified
Added Duty	Employee working additional hours or days	ADCL	Addendum Classified
Additional Position	Employee working an additional position	ADACS	Addendum Amphi Community Schools
Correction	Correction to contract	CT-AD	Certified Administrative
Decrease FTE	Decrease in hours	CT	Certified
Extension	End date being extended	CL-AD	Classified Administrative
Increase FTE	Increase in hours/contract	CL	Classified
Promotion	Employee receiving a promotion to another position	PR	Professional
Reassignment	Employee moving to another position at the direction of the administration	EL	Elementary
Status Change	Employee changing status (i.e. short term to career)	MS	Middle School
Temporary	Employee working for a limited period of time	HS	High School
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
McCormick	Marina	ADDN - Summer School Presch. Inst	ADCL	Painted Sky Elementary	Addendum			\$16.94 per hour
McGann	Bonny	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Neisuis	Penelope	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Peplinski	Theresa	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Rodriguez-Gonzal	Julie	ADDN - Extra Hours	ADCL	Nash Elementary	Added Duty			*\$15.48 per hour
Salaz	Yvonne	ADDN - Extra Hours	ADCL	Ironwood Ridge High	Added Duty			\$17.19 per hour
Salaz	Yvonne	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Salvas	Paul	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$20.25 per hour
Sena	John	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$20.20 per hour
Squibb	Holly	ADDN - Extra Hours	ADCL	Transportation	Added Duty			\$14.00 per hour
Tobin	Timothy	ADDN - Extra Hours	ADCL	Rillito Center	Added Duty			\$16.53 per hour
Traweek	Donna	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour
Trombetta	Ann	ADDN - Summer School Presch. Inst	ADCL	Painted Sky Elementary	Addendum			\$16.11 per hour
Wilford	Cindy	Special Events Worker	ADCL	Ironwood Ridge High	Addendum			\$13.85 per hour

*	2022-2023 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
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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						



## **ECHO AFTERSCHOOL AIDE/CAREGIVER**

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### **QUALIFICATIONS**

#### **REQUIRED**

- High school diploma or current continuous enrollment in high school or completion of a high school equivalency diploma
- At least six (6) months of childcare experience or services as a volunteer in a childcare facility for six (6) months
- Current training in First Aid and CPR as required by R9-5-403(E)
- Must be 18 years of age or older
- Level 1 Fingerprint Clearance Card
- Proof of TB immunization upon recommendation for hire

### **SUMMARY**

Assists afterschool teacher and the afterschool site director in the implementation of quality early childhood programming by working with children individually and in small groups, supervising play and learning activities, and assisting in maintaining a clean and organized learning environment.

Reports to: ECHO Afterschool Site Director/Teacher or ECHO Afterschool Teacher

### **ESSENTIAL FUNCTIONS**

- Supports the philosophy and goals of the after-school program
- Provides instruction and guidance to after school children in the program
- Supervises children during indoor and outdoor learning activities
- Assists in delivering the instructional program to young children
- Maintains an environment where children are safe, nurtured and valued
- Plans, posts and implements activity/lesson plans that are in accordance with State Early Learning Standards
- Participates in daily cleaning and safety checklist
- Assists in serving snacks and lunches to students
- Encourages the development of social and emotional learning by reinforcing positive behavior, implementing effective classroom management strategies and utilizing role modeling techniques
- Participates in staff training
- Maintains on-going communication and positive working relationships with parents and site staff
- Maintains a professional work environment that fosters collaboration and trust
- Shows respect and sensitivity for cultural differences and demonstrates their belief in the value of diversity
- Adhere to all requirements for routine safety drills and trains all staff on appropriate procedures during an emergency
- Controls the access to the facility and the children to ensure student and staff safety
- Reports accidents, injuries, etc. as required by policy and State law
- Adheres to all District policies and procedures



## **ECHO AFTERSCHOOL AIDE/CAREGIVER**

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### **MENTAL AND PHYSICAL REQUIREMENTS**

- Ability to handle confidential information and records
- Ability to express oneself clearly and concisely, both orally and in writing
- Ability to meet deadlines
- Maintain consistent and punctual attendance
- Ability to work alone and as part of a team
- Ability to multi-task in an after-school setting
- Ability to exhibit patience with young children
- Ability to pull, stoop, bend, twist, turn and sit for long periods of time
- Ability to lift 50 lbs.
- Ability to operate computer, digital equipment and phone



## **ECHO AFTERSCHOOL INSTRUCTIONAL SPECIALIST**

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### **QUALIFICATIONS**

#### **A. REQUIRED**

- Associate's Degree, Child Development Certificate, Director Designee Certificate, two (2) years of study at an institution of higher education, or passing score on a skills assessment (ParaPro, ACT Workkeys or Master Teacher's Para Educator Learning Network)
- At least six months of childcare experience
- Current training in First Aid and CPR as required by R9-5-403(E)
- Must be 21 years of age or older required per R9-5-401
- Level 1 Fingerprint Clearance Card
- Proof of TB Immunization upon recommendation for hire

#### **B. DESIRED**

- Bachelor's Degree in early childhood, child development, elementary education, or a closely related field
- Early childhood endorsement

### **SUMMARY**

Implements quality early childhood programs for children ages 3-5 by establishing effective working relationships with students, their families, and other staff members, designing and implementing instructional programming appropriate for young children, maintaining a safe environment, and ensuring compliance with State guidelines for quality childcare services.

Reports to: ECHO Afterschool Site Director/Teacher

### **ESSENTIAL FUNCTIONS**

- Supports the philosophy and goals of the after-school program to parents and the community
- Maintains accurate records as required for licensure of the facility by the Arizona Department of Health Services
- Provides instruction and guidance to after-school children in the program
- Plans and prepares curriculum and activities for children
- Maintains an orderly and appropriate learning environment for young children to include small and gross motor activities, a rest area, dress-up area, art area, etc.
- Maintains accurate attendance records
- Maintains an environment where children are safe, nurtured and valued
- Plans, posts, and implements activity/lesson plans that are in accordance with State Early Learning Standards
- Participates in daily cleaning and safety checklist
- Posts lunch and snack menus and all required notices on the Parent Board



## **ECHO AFTERSCHOOL INSTRUCTIONAL SPECIALIST**

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- Encourages the development of social and emotional learning by reinforcing positive behavior, implementing effective classroom management strategies, and utilizing role modeling techniques
- Reports supply needs to the Site Director
- Plans and collaborates with the After-school Site Director, Associate Superintendent for Elementary Education, and the site principal to implement appropriate early childhood curriculum and assessment and makes adjustments as needed
- Participates in at least 18 hours of training every 12 months as required for licensure
- Prepares required reports as requested by the site director
- Maintains on-going communication with parents and site staff
- Provides information for a newsletter to families each month
- Documents all communications, written correspondence, and parental requests and concerns and takes appropriate action as needed to resolve issues
- Maintains a professional work environment that fosters collaboration and trust
- Shows respect and sensitivity for cultural differences and demonstrates their belief in the value of diversity
- Adhere to all requirements for routine safety drills and trains all staff on appropriate procedures during an emergency
- Controls the access to the facility and the children to ensure student and staff safety
- Reports accidents, injuries, etc. as required by policy and State law
- Reports necessary repairs to the facility or equipment to the after-school site director

### **MENTAL AND PHYSICAL REQUIREMENTS**

- Ability to handle confidential information and records
- Ability to express oneself clearly and concisely, both orally and in writing
- Ability to meet deadlines
- Ability to work alone and as part of a team
- Ability to multi-task in an after-school setting
- Ability to exhibit patience with young children
- Ability to pull, stoop, bend, twist, turn and sit for long periods of time
- Ability to lift 50 lbs
- Ability to operate computer, digital equipment, and phone
- Ability to utilize word processing, spreadsheet, and basic publishing software



## **ECHO AFTERSCHOOL DIRECTOR/TEACHER**

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### **QUALIFICATIONS**

#### **A. REQUIRED**

- Bachelor's Degree in early childhood, child development, elementary education, or a closely related field
- Arizona Elementary teaching certification
- At least three months of childcare experience
- Current training in First Aid and CPR as required by R9-5-403(E)
- Must be 21 years of age or older required per R9-5-401
- Proof of TB immunization upon recommendation for hire

#### **B. DESIRED**

- Early Childhood endorsement
- Administrative experience and/or certification

### **SUMMARY**

Supervises and implements a quality after school and childcare program which allows children to grow and develop socially, physically, intellectually, and creatively in a caring and nurturing environment.

Reports to: Associate Superintendent for Elementary Education and site Principal

### **ESSENTIAL FUNCTIONS**

- Clearly and accurately articulates the philosophy and goals of the ECHO Afterschool program to parents and the community
- Ensures that staff duties and responsibilities are performed and completed
- Maintains accurate records as required for licensure of the facility by the Arizona Department of Health Services
- Oversees and is responsible for the daily on-site operations of the ECHO Afterschool facility and program
- Manages data, organizes data, and prepares information for District personnel to assist in decision making
- Participates in staff interviews, hiring, evaluation, and discipline of all employees of the ECHO Afterschool Program
- Provides purpose and direction for program development and improvement
- Provides instruction and guidance to children in the program
- Plans and prepares curriculum and activities for children
- Plans and collaborates with the Associate Superintendent for Elementary Education and the site Principal to implement appropriate curriculum and assessments and makes adjustments as needed
- Identifies professional development needs of teachers and staff and assists in planning and organizing training to fill those needs
- Conducts required training of new staff members as delineated in R9-5-403



## **ECHO AFTERSCHOOL DIRECTOR/TEACHER**

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- Monitors staff to ensure compliance with 18 hours of training every 12 months as required for licensure
- Monitors program budget
- Ensures compliance with staff-to-children ratios as required by R9-5-404
- Ensures that staffing at the facility each day meets state requirements
- Prepares required reports to meet District, state and federal requirements as needed
- Maintains on-going communication with staff, parents, school staff, and the Associate Superintendent for Elementary Education
- Develops and distributes a newsletter to families each month
- Documents all communications, written correspondence, and parental requests and concerns, and takes appropriate action as needed to resolve issues
- Maintains a professional work environment that fosters collaboration and trust
- Shows respect and sensitivity for cultural differences and demonstrates their belief in the value of diversity
- Conducts routine safety drills and trains all staff on appropriate procedures during an emergency
- Controls the access to the facility and the children to ensure student and staff safety
- Reports accidents, injuries, etc. as required by policy and state law
- Reports necessary repairs to the facility or equipment to the site Principal
- Adheres to all school District policies and procedures

### **MENTAL AND PHYSICAL REQUIREMENTS**

- Ability to handle confidential information and records
- Ability to express oneself clearly and concisely, both orally and in writing
- Ability to meet deadlines
- Maintain consistent and punctual attendance
- Ability to work alone and as part of a team
- Ability to multi-task in an After-school setting
- Ability to exhibit patience with young children
- Ability to pull, stoop, bend, twist, turn, and sit for long periods of time
- Ability to operate computer, digital equipment, and phone
- Ability to utilize word processing, spreadsheet, and basic publishing software



**AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**  
**CONTRACT OF EMPLOYMENT OF SUPERINTENDENT**

This Contract of Employment of Superintendent ("Contract" and/or "Agreement") is entered into this 11th day of July, 2023, between Amphitheater Unified School District No. 10 of Pima County, Arizona (the "District"), through its Governing Board (the "Board"), and Todd A. Jaeger, J.D. (the "Superintendent"). Through this Agreement, the Board, by and on behalf of the District, hereby employs the Superintendent, and the Superintendent hereby accepts employment as Superintendent for the District.

The Board and the Superintendent believe that the educational program and mission of the District will benefit directly from a Board-Superintendent relationship in which the respective roles of the parties are clearly defined and in which the Superintendent is provided with the resources necessary for the effective administration and implementation of Board policies. In mutual consideration of the promises and covenants included in this Contract, the parties agree as follows:

**1. DUTIES AND RESPONSIBILITIES:**

The Superintendent agrees, during the term of this Contract, to faithfully perform the duties and obligations as Superintendent of the District and as chief executive of the District, including, but not limited to, those duties and obligations imposed by the laws of the State of Arizona, the policies of the Board, and the administrative regulations of the District. The Superintendent shall faithfully perform the duties of Superintendent for the District as prescribed in the Superintendent's job description and as may be lawfully assigned by the Board, and as may otherwise be directed by state and federal law.

The Superintendent shall have, under the direction of the Board, responsibility for general supervision and management of all the District schools and facilities. The Superintendent shall act as an advisor to the Board on matters pertaining to the school administration or the School District, and he will inform the Board as to administrative action taken on the Board's behalf. The Superintendent shall recommend, effect, or cause to be effected, the policies and programs of the Board as they may be adopted and revised.

Provided that such action occurs in compliance with applicable law, Board policies, and is not contrary to any specific action or directive of the Board, the Superintendent shall have the authority and responsibility to hire, organize, reorganize, and arrange administrative, supervisory and other personnel within the District, and shall have the authority and responsibility to place and transfer personnel within the District. Notwithstanding the foregoing, all final hiring and termination decisions shall be made by the Board.

The Superintendent shall hold and maintain a valid Arizona fingerprint clearance card during the term of this Contract.

2. TERM AND EXTENSIONS THEREOF:

This contract is an extension of the previous employment contract between the Board and the Superintendent dated June 23, 2021. By this extension, the Board agrees to employ the Superintendent for the term of three (3) fiscal years commencing on July 1, 2023, and continuing to and including June 30, 2026. In accordance with Arizona law, on or after May 1 of the fiscal year preceding the final fiscal year of this Contract, or any extension thereof, the parties shall meet to discuss whether to extend, and may mutually agree to extend, the term of this Contract. Any Contract extension may also contain such other Contract modifications as mutually agreed upon by the parties. The Superintendent has no legitimate expectation of employment beyond the term indicated in this agreement which will terminate on June 30, 2026 unless extended as described above.

3. SALARY:

In consideration of the efforts, expertise and leadership required of the Superintendent by this Contract, the Board agrees to pay to the Superintendent, by installment payments made in the same time and manner as salary payments paid to other twelve-month District administrators, an annual salary ("salary") in the amount of Two Hundred Twenty Thousand Dollars (\$220,000) for the 2024 Fiscal Year. In each of the subsequent fiscal years of this contract, the salary shall be increased by an amount equal to the greater of the highest percentage raise given to the Superintendent's Executive Cabinet or an amount mutually agreeable to the Board and the Superintendent. The Superintendent shall be eligible for and receive retention stipends or incentives paid to other district employees on the same terms as are applicable to District administrative staff.

The Superintendent and the Board agree that if the Board must implement a reduction in salary affecting employees of the District in any given fiscal year of this Contract, the Superintendent's salary may also be decreased in a commensurate manner determined for other employees under the salary reduction plan.

4. PERFORMANCE STIPEND:

In addition to the Superintendent's salary, the Board shall allocate Ten Thousand Dollars (\$10,000) for each fiscal year of this Contract as a contingent performance stipend ("the performance stipend"). None, some, or all of the performance stipend shall be paid to the Superintendent each fiscal year as additional compensation based on the Superintendent's partial or complete achievement of the following performance goals, which may be modified on an annual basis as part of the Superintendent's evaluation:

- The District will focus on pedagogy, instructional practices, and content which increase both the rigor and relevance of instruction to realize the District's

Portrait of a Graduate. Efforts will include a focus on supporting students and schools with the greatest opportunities for growth and more publicly visible efforts to personalize learning opportunities for all students, including both the gifted and disabled.

- The District will emphasize a safe and engaging learning environment which promotes students' physical, mental and emotional well-being. Efforts will include recurring staff development focusing on social-emotional learning and positive behavioral intervention supports. Evidence of success shall include levels of positive (agree/strongly agree) responses on the district climate survey for those questions related to student safety, environment, and academic optimism and decreasing occurrences of student discipline events involving assault, weapons, and drugs.
- The District will expand and promote professional development opportunities for staff, both professional and support, and increase participation levels. Efforts will include a standardized “on-boarding” process for all employees and differentiated training protocols designed to assure a welcoming atmosphere and success for all employees.
- The District will meet or exceed the Arizona state (average) with respect to all state standardized tests, including Advanced Placement tests.
- The District will make and communicate appropriate and responsible budgetary decisions as evidenced by reports from the District external auditors.
- The District will continue and expand student opportunities to participate in fine arts, clubs, activities, academic challenges, athletics and summer learning opportunities and will increase participation levels among students.
- The District will continue and expand the implementation of project based learning throughout its programs, to include construction of “maker labs” conducive to the same and development of teacher supports such as project based lesson plans and curricula.
- The District will enhance its communication efforts with both internal and external audiences to include an engaging web and social media presence, participation in external civic events, publication of promotional materials, and implementation of a marketing and communications plan, resulting in greater exposure in the media.
- The District will support teachers and other educational personnel in their pursuit of educational excellence and student achievement through development and implementation of appropriate scope and sequence guides for all curriculum and instruction which ensure consistent access to educational

programs for all district students and which comply with the State of Arizona's academic standards, as they may be amended from time to time.

The Board and the Superintendent shall meet at least once each fiscal year to discuss the evaluation of the Superintendent's performance with specific reference to these performance goals and shall determine the amount of the performance stipend to be paid the Superintendent based upon satisfactory compliance with these goals.

5. EVALUATIONS:

The Board shall evaluate the Superintendent at least annually, using the criteria and an evaluation process developed by the Board in consultation with the Superintendent.

6. PROFESSIONAL LIABILITY:

In light of the unique nature of the professional duties and obligations of the Superintendent, and in consideration of the services to be performed by the Superintendent pursuant to the terms of this Contract, the District shall, to the extent permitted by law, defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the District, arising while the Superintendent was acting within the scope of his employment (hereafter referred to as "covered claims"). Covered claims do not include criminal charges. In addition, covered claims do not include any situation, including, but not limited to, situations involving administrative, civil or other action, in which the Superintendent's legal interests are in whole or in part adverse to those of the District or Board.

7. PROFESSIONAL GROWTH:

The Board encourages the continuing professional growth of the Superintendent through his participation in:

- a. operations, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;
- b. seminars and courses offered by public or private educational institutions; and
- c. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Superintendent to perform his professional responsibilities for the Board.

The Superintendent shall be reimbursed for expenses incurred in pursuit of professional growth occurring at any point during his employment as Superintendent. Reimbursement rates shall be consistent with those established by the State of Arizona Department of Administration.

8. FURLOUGHS:

The Superintendent and Board agree that the Superintendent should be subject to furloughs in the same manner and to the same extent as other twelve-month District administrators. If the contracts of other twelve-month District administrators contain a provision relating to furloughs, that provision shall be deemed incorporated into this Contract.

9. FRINGE BENEFITS AND ADDITIONAL COMPENSATION:

Except to the extent supplemented and/or modified in this section or elsewhere in this Contract, the Superintendent shall be provided the same fringe benefits that are provide to other twelve-month District administrators. In addition, due to the unique nature, additional demands and anticipated personal expenses associated with or arising from the Superintendent's job duties, the Superintendent shall receive additional elements of compensation as set forth below:

a. VACATION LEAVE:

In lieu of the District's vacation leave policy for twelve-month administrative employees, the Superintendent shall be awarded thirty five (35) days of vacation leave per year of employment, of which a maximum of eighty (80) days may be accumulated without loss. The Superintendent shall be paid for any unused and accumulated vacation leave he has accrued at the time of his separation from the District. Payment for unused and accumulated vacation shall be at his daily rate of pay existing at the time of his separation. Given the Superintendent's potential inability to fully utilize his vacation leave due to his responsibilities, the Superintendent may, during each fiscal year, redeem or "sell back" to the District up to twenty (20) days of vacation leave. These redemptions shall be paid at the Superintendent's daily rate of pay at the time of each redemption.

b. PERSONAL LEAVE:

In lieu of, and not in addition to, the personal leave days provided by policy to twelve-month administrative employees, the Superintendent shall receive ten (10) days of personal leave per year to be used at the Superintendent's discretion for personal purposes, including the purpose of consulting with parties outside of the District. Personal days not used by the end of each fiscal year, shall be added to the Superintendent's accumulated sick leave, not to exceed five (5) days per year.

c. SICK LEAVE:

The Superintendent shall accrue and may accumulate sick leave on the same basis as other twelve-month District administrators. The Superintendent may accrue sick leave without limit. The Superintendent shall be paid for his balance of unused, accumulated sick leave

at the time of his separation from the District, based on his daily rate of pay at the time of separation.

d. HOLIDAYS:

The Superintendent shall be entitled to the same holidays as other 12-month District Administrators.

e. AUTOMOBILE ALLOWANCE:

The parties recognize that, due to the District's relatively large geographical size and the nature of the Superintendent's duties, the Superintendent will travel extensively within the District (as well as elsewhere within Pima County) for business purposes. For all business travel within Pima County, the Superintendent will use his personal automobile. In consideration of the above, and the fact that the Superintendent will incur work-related transportation expenses that will not be reimbursed, the District agrees to pay to the Superintendent, as additional compensation, an automobile allowance in the amount of Twelve Hundred Fifty Dollars (\$1,250) per month during the term of this Contract. In consideration of the additional compensation set forth in this paragraph, the Superintendent will forgo any request for mileage or other reimbursement for use of his personal automobile for district travel within Pima County.

f. BUSINESS AND CIVIC ACTIVITIES ALLOWANCE:

The Board encourages the Superintendent to engage in District-related business, professional, and civic activities both inside and outside of Pima County, as the Board finds that the Superintendent's participation in such activities can bring positive attention and credit to the District. The Board recognizes that these activities do require the Superintendent to incur significant expenses. In consideration of the above, and the fact that the Superintendent will incur these work-related expenses that will not be reimbursed, the District agrees to pay to the Superintendent, as additional compensation, a business activity allowance in the amount of Twenty-Three Hundred Dollars (\$2,300) per month during the term of this Contract. In consideration of the additional compensation set forth in this paragraph, the Superintendent agrees not to request reimbursement for any business or professional expenses incurred within Pima County.

g. LIFE INSURANCE:

In lieu of the term life insurance benefit provided to other District twelve-month administrative employees, the Superintendent shall be provided term life insurance in the face amount of Two Hundred Twenty Thousand Dollars (\$220,000), provided that the Superintendent can qualify for such life insurance coverage at commercially reasonable rates.

h. DUES OF PROFESSIONAL AND CIVIC ORGANIZATIONS:

The Board supports enrichment of the Superintendent's capacity to carry out his duties and obligations through his membership in professional and civic organizations, such as but not limited to, the Pima County School Board/Superintendent Collaborative, the American Association of School Administrators, and the Arizona School Administrators Association. Accordingly, and as an additional fringe benefit and inducement for the Superintendent to enter into this Contract, the District shall directly pay dues charged by these specific organizations for the Superintendent's membership, and by such other organizations as the Board may agree upon the Superintendent's request, but not to exceed Three Thousand Dollars (\$3,000) on an annual basis.

i. TECHNOLOGY ALLOWANCE:

The Board determines there is need for constant means of contact between the Superintendent and staff and the community and encourages the Superintendent to be available to staff on a constantly ready basis. Therefore, the Board agrees to pay the Superintendent an allowance of Two Hundred Dollars (\$200) per month of employment to help defray the Superintendent's expenses related to communications and technology equipment.

j. DEFERRED COMPENSATION

In order to aid in the retention of Superintendent and as authorized by A.R.S. 15-121 (b)(2) and (d)(1), the Board shall make an annual non-elective contribution in the amount of Thirty Thousand Dollars (\$30,000) to the Superintendent's 403(b) account established with an authorized investment provider of the Superintendent's choice. The non-elective employer contribution will be made by August 31st of each fiscal year in one lump sum. Amounts deposited into this retirement vehicle on behalf of the administrator shall be made up to the applicable annual contribution limits as determined by IRS guidelines.

At the time the District makes the non-elective contribution described in this section, the District shall pay, as supplemental salary to the Superintendent, an amount equal to the Superintendent's portion of the Arizona State Retirement System contribution required by the District's non-elective employer contribution.

The terms of this section shall also be applied to any unfulfilled District obligations under the Superintendent's previous employment contract as it relates to the provision of an annual Tax Sheltered Annuity contribution.

10. OUTSIDE ACTIVITIES:

The Superintendent shall devote his full time, attention and energy to the business of the District. The Board recognizes, however, that the capacity of the Superintendent to perform his duties and obligations can be improved by his participation in teaching, lecturing, writing, consulting, testifying, serving on education-related committees, or serving as a mediator or arbitrator in education-related matters. The Superintendent may engage in such outside activities during no more than the Ten (10) days of personal leave per year provided for in subparagraph 9(b) of this Contract, unless the Board and the Superintendent otherwise agree in writing.

11. TERMINATION FOR CAUSE:

Throughout the term of this Contract, or any extension thereof, the Superintendent shall be subject to discharge for good cause; provided, however, that the Board shall not arbitrarily and capriciously call for such termination. In any situation involving termination for cause, the Superintendent shall be given (a) a written statement of charges specifying the basis for the termination and (b) a full and fair due process hearing prior to any final dismissal decision, all in accordance with the provisions of A.R.S. §§15-539, *et seq.*

12. TERMINATION WITHOUT CAUSE:

Throughout the term of this Contract, or any extension thereof, the Superintendent shall be subject to discharge independent of whether this cause for dismissal does or does not exist provided, however, that in any situation where the Board desires to terminate the employment of the Superintendent without specifying the cause therefore, the Board shall pay to the Superintendent, not less than ten (10) days prior to such termination, the total remaining amounts that would have been paid to the Superintendent for the remainder of the full term of this Contract (or, if applicable, any extension thereof), pursuant to the following paragraphs and subparagraphs: Paragraph 3 (Salary); Subparagraph 9(e) (Automobile Allowance), and Subparagraphs 9(f) (Business Activity Allowance); Subparagraph 9(i) (Technology Allowance); and Subparagraph 9(j) (Tax Sheltered Annuity).

13. SUPERINTENDENT'S RESIGNATION:

If Superintendent desires to terminate this Agreement, Superintendent shall provide the Board with written notice of the same at least 90 days prior to Superintendent's intended termination date. If this Agreement is terminated under this paragraph, Superintendent shall receive only his prorated annual salary and fringe benefits accrued to the date of the termination of employment, to include payout of any accrued and unused leaves and eligibility for election of benefits available under COBRA. However, the Superintendent shall forfeit all rights to all other compensation and benefits under this Agreement for the remainder of its term.



14. MUTUAL AGREEMENT:

This Contract may terminate upon written agreement between the Superintendent and the Board.

15. CONFLICT OF INTEREST:

This Agreement may be terminated in accordance with A.R.S. §38-511, the terms of which are incorporated herein by reference.

13. DAILY RATE OF PAY:

Whenever this Contract references the Superintendent's "daily rate of pay" shall be determined by dividing the Superintendent's total compensation by two hundred sixty (260). The Superintendent's total compensation is defined as the sum of the amounts which the Superintendent would be paid in the applicable fiscal year pursuant to the following paragraphs and subparagraphs: Paragraph 3 (Salary); Subparagraph 9(e) (Automobile Allowance); Subparagraph 9(f) (Business Activity Allowance); and Subparagraph 9(i) (Technology Allowance).

14. DISPUTE RESOLUTION:

In the event of a dispute between the parties relating to any provision of this Contract, or a dispute concerning any of the parties' rights or obligations as defined pursuant to this Contract, the parties may mutually agree to submit the dispute to mediation or arbitration. The mediator or arbitrator's fee, as well as the expenses of any such arbitration, shall be shared equally by the parties. The parties are entitled to have legal representation of their own designation; provided, however, that each party shall be responsible for the costs of such respective representation.

15. ATTORNEY'S FEES FROM COURT LITIGATION:

In the event of court litigation relating to any provision of this Contract, or a dispute concerning any of the parties' rights or obligations as defined pursuant to this Contract, the prevailing party in such litigation shall be entitled to recover reasonable attorney's fees and costs.

16. COMPLETE AGREEMENT; REQUIREMENT THAT AMENDMENTS BE IN WRITING; AND SEVERANCE OF TERMS:

This Contract contains the entire agreement between the parties, and any prior or contemporaneous agreements, whether oral or written, are voided by execution of this Contract. Any subsequent amendment(s) or addendum(s) to this Contract must be in writing and be signed by both parties. If a court of competent jurisdiction finds any provision of this Contract to be unenforceable, it is the intention of the parties that the remainder of the Contract shall remain in full force and effect.

17. GOVERNING LAW:

This Contract is governed by the laws of the State of Arizona. The venue for any litigation arising out of this Contract and the employment relationship established herein shall be Pima County, Arizona.

18. CONSTRUCTION:

This Agreement has been negotiated by and between the Board and Superintendent in arms-length negotiations, and both parties are responsible for the drafting of this Contract. Both parties have reviewed this Contract with appropriate counsel, or have waived their right to do so, and the parties hereby mutually and irrevocably agree that this Contract shall be construed neither for nor against either party, but in accordance with the plain language and intent hereof. Headings are used herein for convenience only, and shall play no part in the construction of any provision of this Contract.

19. WAIVER:

The waiver by either party of any covenant, term, condition or provision of this Contract or any breach thereof shall not be deemed to be a waiver of any subsequent contravention or breach of same or any other covenant, term, condition or provision herein contained. No covenant, term, condition or provision of this Contract shall be deemed to have been waived by either party, unless such waiver is in writing, signed by both parties, and properly approved by the Board.

20. NOTICES:

Any notice required to be given hereunder shall be hand-delivered or sent by United States certified mail, return receipt requested, and addressed to (a) in the case of Superintendent, the District Office, or upon his written request, to his home address as on file in the District office, and (b) in the case of the Board, the individual Board Members' respective home addresses.

21. TIME:

Time is of the essence of this Contract and every term and condition hereof.

22. NON-ASSIGNABILITY:

This contract is an obligation between the specific parties may not be assigned by either party, nor shall the Superintendent's duties hereunder be performed by any other person without the prior written consent and proper approval of the Board, the consent and approval of which the Board may elect to grant or deny in its sole, absolute and unfettered discretion.

This Contract of Employment of Superintendent was approved by the Amphitheater Unified School District Governing Board at a meeting held on the 11th day of July, 2023.

SUPERINTENDENT:

GOVERNING BOARD OF  
AMPHITHEATER UNIFIED SCHOOL  
DISTRICT NO. 10 OF PIMA COUNTY,  
ARIZONA

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Todd A. Jaeger, J.D.

Date: \_\_\_\_\_

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By: Deanna M. Day, M.Ed., President

Date: \_\_\_\_\_