

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

CATALINA FOOTHILLS UNIFIED SCHOOL DISTRICT EMPLOYMENT AGREEMENT 2026-2027 (Non-certificated, Exempt Employee)

Name: Test, Test **Badge ID #:** 362 **Status:** Inactive **FTE:** 1

Account #:

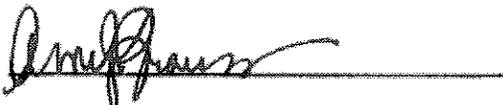
This Employment Agreement ("Agreement") is made July 1, 2026 between Catalina Foothills Unified School District ("District") and Test, Test (the "Employee").

The District and the Employee agree as follows:

1. District agrees to employ the Employee, and Employee agrees to be employed by District, in the position of **Temporary Position**.
2. In consideration of the services referenced herein, District shall pay the Employee an annual salary of **\$0.00**.
3. The term of this Agreement shall commence **July 1, 2026** and end **June 30, 2027**, unless earlier terminated by either party pursuant to paragraph 4 below.
4. Either party may terminate this Agreement at any time for any reason or no reason, with or without cause, with thirty (30) days' written notice to the other party. If this Agreement is terminated prior to the end of its term, the salary set forth in paragraph 2 shall be prorated to the date of termination.
5. We reserve the right to reduce the employee's Full-Time Equivalent (FTE) if anticipated funding sources are reduced or lower than anticipated.
6. Employee agrees to perform all duties of the position in a competent and professional manner, enforce and abide by all Governing Board policies, regulations and rules, and comply with all reasonable directives issued by the Employee's supervising administrators and the Governing Board.
7. This Agreement incorporates all employee benefits applicable to non-certificated, exempt employees set forth in Governing Board policies.
8. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Employee's compensation by providing to the Employee additional salary. Any such increase shall specify whether the increase is (a) an increase to the Employee's base salary or (b) a one-time salary increase that shall not be considered an increase to the Employee's base salary.
9. This Agreement contains the complete agreement between the parties and may be modified only by a written document signed by both parties.

This Agreement must be returned within ten (10) days of the ISSUE date of this letter.

APPROVED at a meeting of the Governing Board held on 2027 and ISSUED 2027



PRESIDENT OF THE GOVERNING BOARD

{signfield:1:y:_____}
{d:1:y:Date_Signed}



2026-2027 Professional Non-Teaching Nurses' Contract-V

Name: Test, Test

Badge ID #: 362

FTE: 1

Home Site: MAC

Step: 7

Highest Degree Earned:

Job Code: 1234

Status: Active-Returning

THIS 2026-2027 PROFESSIONAL NON-TEACHING (Non-Certificated) CONTRACT ("Contract") is entered into between the above named employee (the "Employee") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The Employee agrees to perform the reasonable duties associated with the position as assigned by the District's Governing Board, Superintendent, and/or Principal. These duties shall include those of a **Temporary Position**.

If the Employee is a first year employee the first day of employment duties will be **July 22, 2026** with the days of assigned employment duties (**214 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. If the Employee is a second year or greater Employee, the first day of employment duties will be **July 28, 2026**, with the days of assigned employment duties (**206 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. The days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days.

2. The Employee agrees to perform all duties assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in force and as reasonably modified in the future.

3. In consideration for performance of the duties in this Contract, the District agrees to pay to the Employee the following as salary: Base salary ("Base Salary") in the amount of **\$0.00**

4. In addition to the salary set forth in paragraph 3 above, the Employee shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term direct economic fringe benefits means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.

5. **Unless this Contract is signed and returned to the Superintendent's Office, or the Employee hand delivers to the Superintendent's office a written instrument accepting the terms of this Contract, within 15 (fifteen) business days from the date of issuance, it shall be deemed null and void.**

6. The Employee shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to its effective date.

7. This Contract is expressly conditioned on the Employee at all times during the term of the Contract holding and maintaining a current and valid IVP Fingerprint Card and any license legally required for the Employee to perform the Employee's job duties. Failure to do so may result in the termination of this Contract and dismissal of the Employee.

8. This Contract is expressly conditioned on the Employee's execution, to occur prior to or during the first **fifteen (15) duty days**, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit UNDB-E). Failure of the Employee to execute this User Agreement will subject the Employee to nonrenewal or dismissal.

9. The Professional's performance will be subject to evaluation consistent with District policy.

10. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Employee's compensation by providing to the Employee a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Employee's base salary or (b) a one-

time salary increase that shall not be considered an increase to the Employee's base salary.

11. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Employee has the option to receive his or her Base Salary by either of the following methods:

Option 1- 22 equal payments during the Contract period;

Option 2- 26 equal payments over the course of the entire fiscal year.

By initialing one (1) of the options below, the Employee designates the manner in which the Employee desires to have his/her Base Salary paid. The Employee's failure to designate by initialing an option below shall result in payment in accordance with Option 2:

{c:1:n:X:grpxxxxx-y} Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

{c:1:n:X:grpxxxxx-y} Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Employee understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until the Employee completes, signs, and submits to the District's Human Resources Department a revised Salary Payment Method Election Form. The Employee further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form that involves Option 2 above - either by adding or deleting Option 1 - must be made prior to the first day of the contract year during which the change will take effect.

The Employee's paycheck will be deposited by the District directly into a bank account designated by the Employee. The Employee must indicate his/her authorization for paycheck deposit by initialing the option below.

{i:1:y:::16:Black} I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

12. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

Please initial to signify your understanding that this Contract is for the 2026-2027 school year only. {i:1:y:::18:Black}

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD: 

{signfield:1:y:_____}
{d:1:y:Date_Signed}



**CATALINA FOOTHILLS UNIFIED SCHOOL DISTRICT
EMPLOYMENT AGREEMENT
2026-2027**

Name: Test, Test Badge ID #: 362

Status: Inactive FTE: 1

This Employment Agreement ("Agreement") is made July 22, 2026 between Catalina Foothills Unified School District ("District") and Test, Test (the "Employee").

The District and the Employee agree as follows:

1. District agrees to employ the Employee, and Employee agrees to be employed by District, in the position of Temporary Position.
2. In consideration of the services referenced herein, District shall pay the Employee an annual base salary of \$0.00.
3. The term of this Agreement shall begin July 28, 2026 and end May 20, 2027.
4. The Employee shall not resign after signing and returning this Agreement unless the resignation is first approved by the Governing Board prior to its effective date. An employee who resigns contrary to this section shall be subject to penalties set forth in A.R.S. 15-545.
5. This Agreement is expressly conditioned on the Employee's obtaining, holding and maintaining (1) a valid, appropriate Arizona Teaching Certificate, (2) endorsement(s) to the Teaching Certificate appropriate for the Employee's position (including but not necessarily limited to a permanent or provisional Structured English Immersion (SEI) endorsement, if required), and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the last duty day specified in paragraph 3 above. If prior to the last duty day specified in paragraph 3 above, any one or more of the conditions are not met, this Agreement shall be deemed null and void.
6. This Agreement shall be exchanged for a certified contract upon completion of any applicable deficiencies noted in paragraph 5.

NOTE: FUTURE REQUIREMENTS:

Any Teacher assigned to Kindergarten, 1st grade, 2nd grade, or 3rd grade must complete Professional Development in Balanced Literacy during the first four years of the Kindergarten - 3rd grade assignment, in order to be considered for a future position in Kindergarten, 1st grade, 2nd grade, or 3rd grade. Nothing in this paragraph should be construed as an express or implied promise that the Teacher will be employed beyond the 2026-2027 school year.

The Teacher agrees to attend and successfully complete all required professional learning components within the designated timeframe, including *Great Beginnings: System for Success Induction Program* (in years 1-3) and *Understanding by Design* (in years 4-7).

7. Employee agrees to perform all duties of the position in a competent and professional manner, enforce and abide by all Governing Board policies, regulations and rules, and comply with all reasonable directives issued by the Employee's supervising administrators and the Governing Board.
8. This Agreement incorporates all employee benefits applicable to non-certificated, exempt employees set forth in Governing Board policies.
9. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Employee's compensation by providing to the Employee additional salary. Any such increase shall specify whether the increase is (a) an increase to the Employee's base salary or (b) a one-time salary increase that shall not be considered an increase to the Employee's base salary.

10. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Employee has the option to receive his or her Base Salary by either of the following methods:

- Option 1 - 22 equal payments during the Contract period;
- Option 2 - 26 equal payments over the course of the entire fiscal year.

By initialing one (1) of the options below, the Employee designates the manner in which the Employee desires to have his/her Base Salary paid. The Employee's failure to designate by initialing an option below shall result in payment in accordance with Option 2:

{c:1:n:X:grpxxxxxx-y} Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

{c:1:n:X:grpxxxxxx-y} Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Employee understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until I complete, sign, and submit to the District's Human Resources Department a revised Salary Payment Method Election Form. The Employee further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form must be made prior to the first day of the Agreement/Contract period during which the change will take effect.

The Employee's paycheck will be deposited by the District directly into a bank account designated by the Employee. The Employee must indicate his/her authorization for paycheck deposit by initialing the option below.

{i:1:y::::16:Black} I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

11. This Agreement is expressly conditioned on the Employee's execution, to occur prior to or during the first fifteen (15) duty days of a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Employee to execute this User Agreement will subject the Employee to nonrenewal or dismissal.

12. This Agreement contains the complete agreement between the parties and may be modified only by a written document signed by both parties.

This Agreement must be returned within fifteen (15) days of the ISSUE date of this letter.

APPROVED at a meeting of the Governing Board held on April 7, 2026 and ISSUED April 8, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

{signfield:1:y:_____}

{d:1:y.Date_Signed}

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

2026-2027 TEACHER'S CONTRACT-A 2nd Year Probation, 3rd Year Probation

Name: Test, Test

Badge ID #: 362

FTE: 1

Home Site: MAC

Step: 7

Highest Degree Earned:

Job Code: 1234

Status: Active-Returning

This **2026-2027 TEACHER'S CONTRACT** ("Contract") is entered into between the above named teacher (the "Teacher") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The Teacher agrees to teach such grade, grades or subjects and perform such reasonable duties as the District's Governing Board, Superintendent, and/or Principal may assign to the Teacher for the **2026-2027** school year. If the Teacher is a second year or third year probationary teacher, the Teacher's first day of employment duties will be **July 28, 2026**, with the days of assigned employment duties (**206 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. The Teacher's days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days.

2. The Teacher agrees to perform all duties assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in force and as reasonably modified in the future.

The Teacher agrees to attend and successfully complete all required professional learning components within the designated time frame, including *Great Beginnings: System for Success Induction Program* (in years 1-3) and *Understanding by Design* (in years 4-7).

3. In consideration for performance of the duties in this Contract, the District agrees to pay to the Teacher the following as salary:

A. Base salary ("Base Salary") in the amount of **\$0.00**

B. Performance pay ("Performance Pay") if the Teacher qualifies to be paid Performance Pay monies pursuant to the District's Performance Pay Policy ("Performance Pay Policy"). If the Teacher qualifies to be paid Performance Pay, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Teacher shall be in addition to the monies earned by the Teacher as Base Salary.

4. The salary set forth in paragraph 3 above is based on the representation by the Teacher that, as of **April 8, 2026**, the Teacher has been awarded not less than the degree shown above and has at least the years of experience shown as "Step" on the face of this Contract above. If requested by the District, the Teacher agrees to submit documents to verify degree status and years of experience. If at any time the District determines that the Teacher holds a qualifying lower level degree or has fewer years of experience than as shown above, the Contract salary shall be reduced to reflect the correct amount based on the correct degree status and years of experience, pursuant to the District's current pay schedule and policy. In addition, if between **April 8, 2026** and **July 28, 2026**, the Teacher is awarded a higher level of degree than shown above and if such degree qualifies the Teacher for an increase in salary under the District's current pay schedule and policy, this Contract shall be amended pursuant to the District's current pay schedule and policy to revise the salary to reflect the Teacher's new degree status.

5. In addition to the salary set forth in paragraph 3 above, the Teacher shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term "direct economic fringe benefits" means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.

6. **Unless this Contract is signed and returned to the Superintendent's Office, or the Teacher hand delivers to the Superintendent's office a written instrument accepting the terms of this Contract, within fifteen (15) business days from the date of issuance, it shall be deemed null and void.**

7. The Teacher shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to its effective date. A teacher who resigns contrary to this section shall be subject to penalties set forth in A.R.S. 15-545.

8. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate, (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the first duty day specified in paragraph 1 above. If at any time any one or more of the conditions is not met, this Contract shall be deemed null and void. By signing this Contract, the Teacher expressly warrants and represents to the Governing

Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day specified in paragraph 1 above, he or she will hold or will meet all requirements and will have applied for (1) an IVP fingerprint card, and (2) a valid Teaching Certificate with appropriate endorsement(s) or approved area(s). If the Teacher's (1) fingerprint clearance card, (2) Teaching Certificate or Provisional Teaching Certificate, or (3) applicable endorsement is scheduled to expire during the term of this Contract, the Teacher agrees to renew such card, certificate or endorsement (or obtain a permanent certificate or endorsement as the case may be) and provide proof of such to the District at least **90 days** or, in the case of a Provisional Teaching Certificate or provisional endorsement, at least **60 days** prior to the date the fingerprint clearance card, Teaching Certificate, Provisional Certificate or provisional endorsement is otherwise scheduled to expire. Failure of the Teacher to maintain a Teaching Certificate or any required endorsement during the entire term of this Contract shall render this Contract null and void. Failure of the Teacher to renew the Teacher's fingerprint clearance card in a timely fashion shall constitute unprofessional conduct and shall be grounds for dismissal or nonrenewal and/or allow the District to place the Teacher on an unpaid leave of absence. The Teacher agrees to maintain a copy of the Teacher's current Teaching Certificate and fingerprint clearance card in the District's Human Resources Office.

9. If the Teacher is to teach any "core academic subject(s)" as defined in state law and analogous regulations issued pursuant to it (specifically English, Reading or Language Arts, Mathematics, Science, Foreign Languages, Civics and Government, Economics, Arts, History, and Geography), this Contract is conditioned upon the Teacher, by the first day of the **2026-2027** school year, being "appropriately certified" (as defined in state law and analogous regulations issued pursuant to these laws) to teach the subject(s).

10. A teacher who holds a teaching Intern/Alternative certificate, an emergency teaching certificate or another type of nonstandard certificate, that is valid for one (1) year or less, may be dismissed by the Board effective ten (10) days after delivery of the notice of dismissal to the teacher without complying with the requirements of A.R.S. conditions found in 15-537, 15-538, or 15-541.

11. If a teacher does not already possess a Structured English Immersion (SEI) endorsement, s/he agrees to obtain such endorsement no later than the end of the current contract year.

12. This Contract is expressly conditioned on the Teacher's execution, to occur prior to or during the first **fifteen (15)** duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Teacher to execute this User Agreement will subject the Teacher to nonrenewal or dismissal.

13. The Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A. R.S. 15-203(A)(38) and 15-537. The parties acknowledge and agree that, as a result of recently enacted amendments to these statutes, the District's evaluation system and instrument may be amended from time to time during the term of this Contract. The parties further agree that the form of evaluation system and instrument in effect as of the date of the first formal observation of the Teacher shall be the system and instrument that is used to evaluate the Teacher for the remainder of the fiscal year, except and to the extent that a modified system or instrument is required by law.

NOTE: FUTURE REQUIREMENT

Any teacher who holds a teaching certificate in early childhood education, elementary education, or special education and who provides literacy instruction in Kindergarten programs or in grades one (1) through five (5) must obtain a Literacy K-5 endorsement or a Reading Specialist endorsement by August 1, 2028.

14. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Teacher's compensation by providing to the Teacher a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Teacher's base salary or (b) a one-time salary increase that shall not be considered an increase to the Teacher's base salary.

15. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Teacher has the option to receive his or her Base Salary by either of the following methods:

Option 1 - 22 equal payments during the Contract period;

Option 2 - 26 equal payments over the course of the entire fiscal year.

By selecting **one (1)** of the options below, the Teacher designates the manner in which the Teacher desires to have his/her Base Salary paid. The Teacher's failure to designate by selecting an option below shall result in payment in accordance with Option 2:

{c:1:n:X:grpxxxxx-y} Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

{c:1:n:X:grpxxxxx-y} Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Teacher understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until s/he completes, signs, and submits to the District's Human Resources Department a revised Salary Payment Method Election Form. The Teacher further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form that involves Option 2 above--either by adding or deleting Option 1--must be made prior to the first day of the **contract** year during which the change will take effect.

The Teacher's paycheck will be deposited by the District directly into a bank account designated by the Teacher. The Teacher must indicate his/her authorization for paycheck deposit by initialing the option below.

{i:1:y::::16:Black} I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

16. **Reminder: Second year teachers are reminded that they have a continuing obligation as part of the 1st year contract to attend 4 days of Summer Institute, May 25-28, 2027. A second year teacher may also attend Differentiated Instruction**

during their second year. Differentiated Instruction will be held on May 21 and May 24, 2027.

17. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

APPROVED at a meeting of the Governing Board held **March 17, 2026** and ISSUED **March 18, 2026**.

PRESIDENT OF THE GOVERNING BOARD:  _____

#{signfield:1:y:_____}

#{d:1:y:Date_Signed}

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

2026-2027 TEACHER'S ONE YEAR, NON-RENEWABLE CONTRACT - C

Name: Test, Test

Badge ID #: 362

FTE: 1

Home Site: MAC

Step: 7

Highest Degree Earned:

Job Code: 1234

Status: Active non-renewal

THIS 2026-2027 TEACHER'S CONTRACT ("Contract") is entered into between the above named teacher (the "Teacher") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The Teacher agrees to teach such grade, grades or subjects and perform such reasonable duties as the District's Governing Board, Superintendent, and/or Principal may assign to the Teacher for the 2026-2027 school year. If a First Year Probationary teacher, the Teacher's first day of employment duties will be July 22, 2026, with the days of assigned employment duties (214 days) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. The days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days. If the Teacher is a second year probationary teacher, the Teacher's first day of employment duties will be July 28, 2026, with the days of assigned employment duties to total (206 days), to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. If the Teacher is a 3rd Year Probationary teacher or 4th Year Part-Time teacher, the Teachers' first day of employment duties will be July 28, 2026, with the days of assigned employment duties to be (206 days), to be established by the employee calendar, adopted by the Governing Board covering the terms of this Contract. The Teacher's days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days.

2. The Teacher agrees to perform all duties assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in force and as reasonably modified in the future.

The Teacher agrees to attend and successfully complete all required professional learning components within the designated time frame, including *Great Beginnings: System for Success Induction Program* (in years 1-3) and *Understanding by Design* (in years 4-7).

3. In consideration for performance of the duties in this Contract, the District agrees to pay to the Teacher the following as salary:

A. Base salary ("Base Salary") in the amount of \$0.00

B. Performance pay ("Performance Pay") if the Teacher qualifies to be paid Performance Pay monies pursuant to the District's Performance Pay Policy ("Performance Pay Policy"). If the Teacher qualifies to be paid Performance Pay, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Teacher shall be in addition to the monies earned by the Teacher as Base Salary.

4. The salary set forth in paragraph 3 above is based on the representation by the Teacher that, as of April 8, 2026, the Teacher has been awarded not less than the degree shown above and has at least the years of experience shown as "Step" on the face of this Contract above. If requested by the District, the Teacher agrees to submit documents to verify degree status and years of experience. If at any time the District determines that the Teacher holds a qualifying lower level degree or has fewer years of experience than as shown above, the Contract salary shall be reduced to reflect the correct amount based on the correct degree status and years of experience, pursuant to the District's current pay schedule and policy. In addition, if between April 8, 2026 and July 28, 2026, the Teacher is awarded a higher level of degree than shown above and if such degree qualifies the Teacher for an increase in salary under the District's current pay schedule and policy, this Contract shall be amended pursuant to the District's current pay schedule and policy to revise the salary to reflect the Teacher's new degree status.

5. In addition to the salary set forth in paragraph 3 above, the Teacher shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term "direct economic fringe benefits" means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.

6. This Contract is a "short-term", one year, non-renewable contract, and the Teacher has no right to renewal of this contract beyond the 2026-2027 school year. This contract constitutes written notice, pursuant to A.R.S. 15-536, that the Governing Board intends not to renew this contract for the reason that it is a short-term contract due to one or more of the reasons set forth below. The reason for the non-renewal of this contract is . The Teacher expressly acknowledges and agrees that this contract constitutes notice to the Teacher, pursuant to A.R.S. 15-536 of the Governing Board's intent not to renew this contract and that no additional notice or action by the Governing Board is necessary to not renew this contract.

I. The contract was entered into after September 1st (nonrenewable contract-late offer).

II. The contract is partially or wholly dependent on federal or grant funding, or other contingent funding, the

receipt of which for the next school year is uncertain (nonrenewable contract-contingent funding).

III. The contract is offered to allow an employee to fill in on a temporary basis for an employee on leave of absence or temporary assignment (nonrenewable contract-temporary employment).

IV. The contract is for part-time, as opposed to full-time employment (nonrenewable contract-part-time employment).

V. The contract is for first year employment with the District (nonrenewable contract-first year).

VI. The employee failed to maintain Arizona teacher certification as required by contract.

VII. A contract was issued to a retired teacher.

7. Unless this Contract is signed and returned to the Superintendent's Office/HR Office, or the Teacher hand delivers to the Superintendent's office a written instrument accepting the terms of this Contract, within fifteen (15) business days from the date of issuance, it shall be deemed null and void.

8. The Teacher shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to its effective date. A teacher who resigns contrary to this section shall be subject to penalties set forth in A.R.S. 15-545.

9. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate, (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the first duty day specified in paragraph 1 above. If at any time any one or more of the conditions is not met, this Contract shall be deemed null and void. By signing this Contract, the Teacher expressly warrants and represents to the Governing Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day specified in paragraph 1 above, he or she will hold or will meet all requirements and will have applied for (1) an IVP fingerprint card, and (2) a valid Teaching Certificate with appropriate endorsement(s) or approved area(s). If the Teacher's (1) fingerprint clearance card, (2) Teaching Certificate or Provisional Teaching Certificate, or (3) applicable endorsement is scheduled to expire during the term of this Contract, the Teacher agrees to renew such card, certificate or endorsement (or obtain a permanent certificate or endorsement as the case may be) and provide proof of such to the District at least 90 days or, in the case of a Provisional Teaching Certificate or provisional endorsement, at least 60 days prior to the date the fingerprint clearance card, Teaching Certificate, Provisional Certificate or provisional endorsement is otherwise scheduled to expire. Failure of the Teacher to maintain a Teaching Certificate or any required endorsement during the entire term of this Contract shall render this Contract null and void. Failure of the Teacher to renew the Teacher's fingerprint clearance card in a timely fashion shall constitute unprofessional conduct and shall be grounds for dismissal or nonrenewal and/or allow the District to place the Teacher on an unpaid leave of absence. The Teacher agrees to maintain a copy of the Teacher's current Teaching Certificate and fingerprint clearance card in the District's Human Resources Office.

10. If the Teacher is to teach any "core academic subject(s)" as defined in state law and analogous regulations issued pursuant to it (specifically English, Reading or Language Arts, Mathematics, Science, Foreign Languages, Civics and Government, Economics, Arts, History, and Geography), this Contract is conditioned upon the Teacher, by the first day of the 2026-2027 school year, being "appropriately certified" (as defined in state law and analogous regulations issued pursuant to these laws) to teach the subject(s).

11. A teacher who holds a teaching Intern/Alternative certificate, an emergency teaching certificate or another type of nonstandard certificate, that is valid for one (1) year or less, may be dismissed by the Board effective ten (10) days after delivery of the notice of dismissal to the teacher without complying with the requirements of A.R.S conditions found in 15-537, 15-538 or 15-541.

12. If a Teacher does not already possess a Structured English Immersion (SEI) endorsement, s/he agrees to obtain such endorsement no later than the end of the first (or current) contract year.

13. This Contract is expressly conditioned on the Teacher's execution, to occur prior to or during the first fifteen (15) duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Teacher to execute this User Agreement will subject the Teacher to non-renewal or dismissal.

14. The Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. 15-203(A)(38) and 15-537. The parties acknowledge and agree that, as a result of recently enacted amendments to these statutes, the District's evaluation system and instrument may be amended from time to time during the term of this Contract. The parties further agree that the form of evaluation system and instrument in effect as of the date of the first formal observation of the Teacher shall be the system and instrument that is used to evaluate the Teacher for the remainder of the fiscal year, except and to the extent that a modified system or instrument is required by law.

NOTE: FUTURE REQUIREMENTS:

All first year teachers will be required to attend CFSD inservice (Summer Institute) training the week of May 25, 2027, as part of this contract. The four additional days have been included in the total contract days (214) and the total contract salary amount.

NOTE: FUTURE REQUIREMENT

Any teacher who holds a teaching certificate in early childhood education, elementary education, or special education and who provides literacy instruction in Kindergarten programs or in grades one (1) through five (5) must obtain a Literacy K-5 endorsement or a Reading Specialist endorsement by August 1, 2028.

15. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Teacher's compensation by providing to the Teacher a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Teacher's base salary or (b) a one-time salary increase that shall not be

considered an increase to the Teacher's base salary.

16. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Teacher has the option to receive his or her Base Salary by either of the following methods:

Option 1 - 22 equal payments during the Contract period;

Option 2 - 26 equal payments over the course of the entire fiscal year.

By selecting **one (1)** of the options below, the Teacher designates the manner in which the Teacher desires to have his/her Base Salary paid. The Teacher's failure to designate by selecting an option below shall result in payment in accordance with Option 2:

Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Teacher understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until s/he completes, signs, and submits to the District's Human Resources Department a revised Salary Payment Method Election Form. The Teacher further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form that involves Option 2 above- either by adding or deleting Option 1- must be made prior to the first day of the contract year during which the change will take effect.

The Teacher's paycheck will be deposited by the District directly into a bank account designated by the Teacher. The Teacher must indicate his/her authorization for paycheck deposit by initialing the option below.

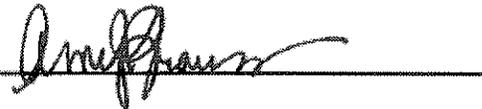
I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

17. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

Please initial to signify your understanding that this Contract is for the 2026-2027 school year only.

APPROVED at a meeting of the Governing Board held April 7, 2026 and ISSUED April 8, 2026.

PRESIDENT OF THE GOVERNING BOARD:



ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

2026-2027 Certified, Regular Contract-R
Continuing

Name: Test, Test

Badge ID #: 362

FTE: 1

Home Site: MAC

Step: 7

Highest Degree Earned:

Job Code: 1234

Status: Active-Returning

This **2026-2027 TEACHER'S CONTRACT** ("Contract") is entered into between the above named teacher (the "Teacher") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The Teacher agrees to teach such grade, grades or subjects and perform such reasonable duties as the District's Governing Board, Superintendent, and/or Principal may assign to the Teacher for the **2026-2027** school year. The Teacher's first day of employment duties will be **July 28, 2026** with the days of assigned employment duties (**206 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. The days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days.

2. The Teacher agrees to perform all duties assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in force and as reasonably modified in the future.

The Teacher agrees to attend and successfully complete all required professional learning components within the designated time frame, including *Great Beginnings: System for Success Induction Program* (in years 1-3) and *Understanding by Design* (in years 4-7).

3. In consideration for performance of the duties in this Contract, the District agrees to pay to the Teacher the following as salary:

A. Base salary ("Base Salary") in the amount of **\$0.00**

B. Performance pay ("Performance Pay") if the Teacher qualifies to be paid Performance Pay monies pursuant to the District's Performance Pay Policy ("Performance Pay Policy"). If the Teacher qualifies to be paid Performance Pay, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Teacher shall be in addition to the monies earned by the Teacher as Base Salary.

4. The salary set forth in paragraph 3 above is based on the representation by the Teacher that, as of **April 8, 2026**, the Teacher has been awarded not less than the degree shown above and has at least the years of experience shown as "Step" on the face of this Contract above. If requested by the District, the Teacher agrees to submit documents to verify degree status and years of experience. If at any time the District determines that the Teacher holds a qualifying lower level degree or has fewer years of experience than as shown above, the Contract salary shall be reduced to reflect the correct amount based on the correct degree status and years of experience, pursuant to the District's current pay schedule and policy. In addition, if between **April 8, 2026** and **July 28, 2026**, the Teacher is awarded a higher level of degree than shown above and if such degree qualifies the Teacher for an increase in salary under the District's current pay schedule and policy, this Contract shall be amended pursuant to the District's current pay schedule and policy to revise the salary to reflect the Teacher's new degree status.

5. In addition to the salary set forth in paragraph 3 above, the Teacher shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term "direct economic fringe benefits" means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.

6. Unless this Contract is signed and returned to the Superintendent's Office, or the Teacher hand delivers to the Superintendent's office a written instrument accepting the terms of this Contract, within fifteen (15) business days from the date of issuance, it shall be deemed null and void.

7. The Teacher shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to its effective date. A teacher who resigns contrary to this section shall be subject to penalties set forth in A.R.S. 15-545.

8. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate, (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the first duty day specified in paragraph 1 above. If at any time any one or more of the conditions is not met, this Contract shall be deemed null and void. By signing this Contract, the Teacher expressly warrants and represents to the Governing Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day specified in paragraph 1 above, he or she will hold or will meet all requirements and will have applied for (1) an IVP fingerprint card, and (2) a valid Teaching Certificate with appropriate endorsement(s) or approved area(s). If the Teacher's (1) fingerprint clearance card, (2) Teaching Certificate or Provisional Teaching Certificate, or (3) applicable endorsement is scheduled to expire during the term of this Contract, the Teacher agrees to renew such card, certificate or endorsement (or obtain a permanent certificate or endorsement as the case may be) and provide proof of such to the District at least **90 days** or, in the case of a Provisional Teaching Certificate or provisional endorsement, at least **60 days** prior to the date the fingerprint clearance card, Teaching Certificate, Provisional Certificate or provisional endorsement is otherwise scheduled to expire. Failure of the Teacher to maintain a Teaching Certificate or any required endorsement during the entire term of this Contract shall render this Contract null and void. Failure of the Teacher to renew the Teacher's fingerprint clearance card in a timely fashion shall constitute unprofessional conduct and shall be grounds for dismissal or nonrenewal and/or allow the District to place the Teacher on an unpaid leave of absence. The Teacher agrees to maintain a copy of the Teacher's current Teaching Certificate and fingerprint clearance card in the District's Human Resources Office.

9. If the Teacher is to teach any "core academic subject(s)" as defined in state law and analogous regulations issued pursuant to it (specifically English, Reading or Language Arts, Mathematics, Science, Foreign Languages, Civics and Government, Economics, Arts, History, and Geography), this Contract is conditioned upon the Teacher, by the first day of the **2026-2027** school year, being "appropriately certified" (as defined by state law and analogous regulations issued pursuant to these laws) to teach the subject(s).

10. A teacher who holds a teaching Intern/Alternative certificate, an emergency teaching certificate or another type of nonstandard certificate, that is valid for one (1) year or less, may be dismissed by the Board effective ten (10) days after delivery of the notice of dismissal to the teacher without complying with the requirements of A.R.S conditions found in 15-537, 15-538, or 15-541.

11. If a Teacher does not already possess a Structured English Immersion (SEI) endorsement, s/he agrees to obtain such endorsement no later than the end of the current contract year.

12. This Contract is expressly conditioned on the Teacher's execution, to occur prior to or during the first fifteen (15) duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Teacher to execute this User Agreement will subject the teacher to nonrenewal or dismissal.

13. The Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. 15-203(A)(38) and 15-537. The parties acknowledge and agree that, as a result of recently enacted amendments to these statutes, the District's evaluation system and instrument may be amended from time to time during the term of this Contract. The parties further agree that the form of evaluation system and instrument in effect as of the date of the first formal observation of the Teacher shall be the system and instrument that is used to evaluate the Teacher for the remainder of the fiscal year, except and to the extent that a modified system or instrument is required by law.

14. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Teacher's compensation by providing to the Teacher a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Teacher's base salary or (b) a one-time salary increase that shall not be considered an increase to the Teacher's base salary.

NOTE: FUTURE REQUIREMENT

Any teacher who holds a teaching certificate in early childhood education, elementary education, or special education and who provides literacy instruction in Kindergarten programs or in grades one (1) through five (5) must obtain a Literacy K-5 endorsement or a Reading Specialist endorsement by August 1, 2028.

15. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Teacher has the option to receive his or her Base Salary by either of the following methods:

- Option 1 - 22 equal payments during the Contract period;
- Option 2 - 26 equal payments over the course of the entire fiscal year.

By selecting one (1) of the options below, the Teacher designates the manner in which the Teacher desires to have his/her Base Salary paid. The Teacher's failure to designate by selecting an option below shall result in payment in accordance with Option 2:

Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Teacher understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until s/he completes, signs, and submits to the District's Human Resources Department a revised Salary Payment Method Election Form. The Teacher further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form that involves Option 2 above-either by adding or deleting Option 1-must be made prior to the first day of the contract year during which the change will take effect.

The Teacher's paycheck will be deposited by the District directly into a bank account designated by the Teacher. The Teacher must indicate his/her authorization for paycheck deposit by initialing the option below.

I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

16. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

Please initial to signify your understanding that this Contract is for the 2026-2027 school year only.

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD: 

{signfield:1:y:_____}
{d:1:y:Date_Signed}

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

2026-2027 ADMINISTRATIVE CERTIFIED CONTRACT-J

Name: Test, Test

Badge #: 362

FTE: 1

Home Site: MAC

THIS 2026-2027 CERTIFIED ADMINISTRATIVE CONTRACT ("Contract") is entered into between the above named administrator (the "Administrator") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The District agrees to employ the Administrator, and the Administrator agrees to be employed by the District for a time beginning July 1, 2026, and ending June 30, 2027, for 261 days. The actual days of assigned duty shall be as designated by the employee calendar adopted by the District's Governing Board.
2. The Administrator agrees to perform well and faithfully all duties prescribed and assigned by the Governing Board and/or Superintendent. The Administrator further agrees to follow and enforce Governing Board policies, administrative rules and regulations and applicable laws as they now exist or as they may be modified or enacted during the term of this Contract, to obey the lawful orders of the Governing Board and/or Superintendent, and to act at all times in a professional manner reflecting well on the District.
3. The Administrator initially shall be assigned as **Temporary Position**. The Superintendent may, in her discretion, reassign the Administrator to any professional position in the District for which the Administrator holds appropriate certification that may, in the Superintendent's discretion, meet the needs of the District.
4. This Contract is expressly conditioned on the Administrator's holding and maintaining during the entire term of this Contract (1) a valid Arizona Administrator Certificate, (2) endorsement(s) to the Administrator's Administrator Certificate appropriate for the Administrator's position, and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the first duty day specified in paragraph 1 above. If at any time any one or more of the conditions are not met, this Contract shall be deemed null and void. By signing this Contract, the Administrator expressly warrants and represents to the Governing Board that the Administrator has a reasonable, good faith belief that, prior to the first duty day specified in paragraph 1 above, he or she will hold or will meet all requirements and will have applied for (1) an IVP fingerprint card, and (2) a valid Administrator Certificate with appropriate endorsement(s) or approved area(s). If the Administrator's (1) fingerprint clearance card, (2) Administrator Certificate or Provisional Administrator Certificate, or (3) applicable endorsement is scheduled to expire during the term of this Contract, the Administrator agrees to renew such card, certificate or endorsement (or obtain a permanent certificate or endorsement as the case may be) and provide proof to the District of such at least 90 days or in the case of a Provisional Administrator Certificate, at least 60 days prior to the date the fingerprint clearance card, Administrator Certificate, Provisional Certificate or endorsement is otherwise scheduled to expire. Failure of the Administrator to maintain an Administrator Certificate or any required endorsement during the entire term of this Contract shall render this Contract null and void. Failure of the Administrator to renew the Administrator's fingerprint clearance card in a timely fashion shall constitute unprofessional conduct and shall be grounds for dismissal or nonrenewal and/or allow the District to place the Administrator on an unpaid leave of absence. The Administrator agrees to maintain a copy of the Administrator's current Administrator Certificate and fingerprint clearance card in the District's Human Resources Office.
5. In consideration of the performance of the above-described duties, the District shall pay the Administrator an annual salary of **\$0.00** in bi-weekly installments. The District reserves the right to pay an additional amount for any extra duty assignments not normally required of the Administrator during the term of this Contract. Any additional amounts and duties will be specified in a written addendum to this Contract.
6. This Contract is expressly conditioned on the Administrator's execution to occur prior to or during the first five (5) duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Administrator to execute this User Agreement will subject the Administrator to nonrenewal or dismissal.
7. In addition to the salary set forth in paragraph 6 above, the Administrator shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term direct economic fringe benefits means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.
8. Except as provided below in this paragraph, the District agrees that it shall defend, hold harmless and indemnify the

Administrator from any and all demands, claims, suits, actions and legal proceedings brought against the Administrator in his or her official capacity as an agent or employee of the District, or in his or her individual capacity, provided that the claim arose while the Administrator was acting within the scope of his or her employment and excluding any criminal investigation and/or prosecution. Notwithstanding the above, in no event shall the District's obligation hereunder exceed the authority conferred upon it by state law, nor shall the obligation extend to any situation in which the District and the Administrator have adverse interests

9. Unless this Contract is signed and returned to the Superintendent's office within ten (10) calendar days from the date of issuance, it shall be deemed null and void.

10. The Administrator shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to the contract's effective date.

11. The Administrator shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. 15-203(A)(38) and 15-537. The parties acknowledge and agree that, as a result of recently enacted amendments to these statutes, the District's evaluation system and instrument may be amended from time to time during the term of this Contract. The parties further agree that the form of evaluation system and instrument in effect as of the date of the first formal observation of the Administrator shall be the system and instrument that is used to evaluate the Administrator for the remainder of the fiscal year, except and to the extent that a modified system or instrument is required by law.

12. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Administrator's compensation by providing to the Administrator a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Administrator's base salary or (b) a one-time salary increase that shall not be considered an increase to the Administrator's base salary.

13. The Administrator's paycheck will be deposited by the District directly into a bank account designated by the Administrator. The Administrator must indicate his/her authorization for paycheck deposit by initialing the option below.

\$(i:1:y:::16:Black) I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

14. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

APPROVED at a meeting of the Governing Board held 2027 and ISSUED 2027.

PRESIDENT OF THE GOVERNING BOARD:  _____

\$(signfield:1:y:_____)
\$(d:1:y:Date_Signed)

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

CATALINA FOOTHILLS UNIFIED SCHOOL DISTRICT

2026-2027 Classified Administrative Contract - M

Name: Test, Test

Badge #: 362

FTE: 1

Home Site: MAC

THIS 2026-2027 CLASSIFIED ADMINISTRATIVE CONTRACT ("Contract") is entered into between Test, Test (the "Administrator") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The District agrees to employ the Administrator, and the Administrator agrees to be employed by the District for a time beginning **July 1, 2026**, and ending **June 30, 2027** for **261** total contract days. The actual days of assigned duty shall be as designated by the employee calendar adopted by the District's Governing Board.
2. The Administrator agrees to perform well and faithfully all duties prescribed and assigned by the Governing Board and/or Superintendent. The Administrator further agrees to follow and enforce Governing Board policies, administrative rules and regulations and applicable laws as they now exist or as they may be modified or enacted during the term of this Contract, to obey the lawful orders of the Governing Board and/or Superintendent, and to act at all times in a professional manner reflecting well on the District.
3. The Administrator initially shall be assigned as **Temporary Position**. The Superintendent may, in her discretion, reassign the Administrator to any professional position in the District for which the Administrator is qualified, that may, in the Superintendent's discretion, meet the needs of the District.
4. In consideration of the performance of the above-described duties, the District shall pay the Administrator an annual salary of **\$0.00** in bi-weekly installments. The District reserves the right to pay an additional amount for any extra duty assignments not normally required of the Administrator during the term of this Contract. Any additional amounts and duties will be specified in a written addendum to this Contract.
5. This Contract is expressly conditioned on the Administrator's execution, to occur prior to or during the first five (5) duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit IJNDB-E). Failure of the Administrator to execute this User Agreement will subject the Administrator to nonrenewal or dismissal.
6. Except as provided below in this paragraph, the District agrees that it shall defend, hold harmless and indemnify the Administrator from any and all demands, claims, suits, actions and legal proceedings brought against the Administrator in his or her official capacity as an agent or employee of the District, or in his or her individual capacity, provided that the claim arose while the Administrator was acting within the scope of his or her employment and excluding any criminal investigation and/or prosecution. Notwithstanding the above, in no event shall the District's obligation hereunder exceed the authority conferred upon it by state law, nor shall the obligation extend to any situation in which the District and the Administrator have adverse interests.
7. Unless this Contract is signed and returned to the Superintendent's office within **ten (10)** calendar days from the date of issuance, it shall be deemed null and void.

8. The Administrator shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to the Contract's effective date.

9. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Administrator's compensation by providing to the Administrator a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Administrator's base salary or (b) a one-time salary increase that shall not be considered an increase to the Administrator's base salary.

10. The Administrator's paycheck will be deposited by the District directly into a bank account designated by the Administrator. The Administrator must indicate his/her authorization for paycheck deposit by initialing the option below.

I want my paychecks to be directly deposited by the District into a bank account to be designated by me.

11. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

APPROVED at a meeting of the Governing Board held May 12, 2026 and ISSUED May 13, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

ENVISION²¹
DEEP LEARNING
CATALINA FOOTHILLS SCHOOL DISTRICT

2026-2027 Professional Non-Teaching Contract -G

Name: Test, Test

Badge ID #: 362

FTE: 1

Home Site: MAC

Step: 7

Job Code: 1234

Highest Degree Earned:

Status: Active-Returning

THIS 2026-2027 PROFESSIONAL NON-TEACHING (Certified) CONTRACT ("Contract") is entered into between the above named employee (the "Employee") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

1. The Employee agrees to perform the reasonable duties associated with the position as assigned by the District's Governing Board, Superintendent, and/or Supervisor. These duties shall include those of a **Temporary Position**.

If the Employee is a first year employee, the first day of employment duties will be **July 22, 2026**, with the days of assigned employment duties (**214 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. If the Employee is a second year or greater Employee, the first day of employment duties will be **July 28, 2026**, with the days of assigned employment duties (**206 days**) to be established by the employee calendar adopted by the Governing Board covering the term of this Contract. The days of assigned employment duties may be modified in the event of an unanticipated school closure so as to maintain the intended number of duty days.

2. The Employee agrees to perform all duties assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in force and as reasonably modified in the future.

3. In consideration for performance of the duties in this Contract, the District agrees to pay to the Employee the following as salary:

A. Base salary ("Base Salary") in the amount of **\$0.00**

B. Performance pay ("Performance Pay") if the Employee qualifies to be paid Performance Pay monies pursuant to the District's Performance Pay Policy ("Performance Pay Policy"). If the Employee qualifies to be paid Performance Pay, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Employee shall be in addition to the monies earned by the Employee as Base Salary.

4. The parties acknowledge that this Contract is for a one year period.

5. The salary set forth in paragraph 3 above is based on the representation by the Employee that, as of **April 8, 2026**, the Employee has been awarded not less than the degree shown above and has at least the years of experience shown as "Step" on the face of this Contract above. If requested by the District, the Employee agrees to submit documents to verify degree status and years of experience. If at any time the District determines that the Employee holds a qualifying lower level degree or has fewer years of experience than as shown above, the Contract salary shall be reduced to reflect the correct amount based on the correct degree status and years of experience, pursuant to the District's current pay schedule and policy. In addition, if between **April 8, 2026** and **July 28, 2026** the Employee is awarded a higher level of degree than shown above and if such degree qualifies the Employee for an increase in salary under the District's current pay schedule and policy, this Contract shall be amended pursuant to the District's current pay schedule and policy to revise the salary to reflect the Employee's new degree status.

6. In addition to the salary set forth in paragraph 3 above, the Employee shall receive those direct economic fringe benefits set forth in current District Governing Board policies. For the purpose of this Contract, the term "direct economic fringe benefits" means paid leave and insurance benefits. The Governing Board reserves the right to modify Governing Board policies from year to year as well as during the term of this Contract subject only to the limitation that economic fringe benefits set forth in Governing Board policies enacted prior to the date of execution of this Contract will not be reduced during the term of this Contract.

7. Unless this Contract is signed and returned to the Superintendent's Office, or the Employee hand delivers to the Superintendent's office a written instrument accepting the terms of this Contract, within fifteen (15) business days from the date of issuance, it shall be deemed null and void.

8. The Employee shall not resign after signing and returning this Contract unless the resignation is first approved by the Governing Board prior to its effective date. An employee who resigns contrary to this section shall be subject to penalties set forth in A.R.S. 15-545.

9. This Contract is expressly conditioned on the Employee's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate, (2) endorsement(s) to the Employee's Teaching Certificate appropriate for the Employee's position and (3) a valid IVP fingerprint card issued pursuant to A.R.S. 41-1758, or proof of compliance with A.R.S. 15-534(A)(2). These conditions must be satisfied prior to the first duty day specified in paragraph 1 above. If at any time any one or more of the conditions is not met, this Contract shall be deemed null and void. By signing this Contract, the Employee expressly warrants and represents to the Governing Board that the Employee has a reasonable, good faith belief that, prior to the first duty day specified in paragraph 1 above, he or she will hold or will meet all requirements and will have applied for (1) an IVP fingerprint card, and (2) a valid Teaching Certificate with appropriate endorsement(s) or approved area(s). If the Employee's (1) fingerprint clearance card, (2) Teaching Certificate or Provisional Teaching Certificate, or (3) applicable endorsement is scheduled to expire during the term of this Contract, the Employee agrees to renew such card, certificate or endorsement (or obtain a permanent certificate or endorsement as the case may be) and provide proof of such to the District at least 90 days or, in the case of a Provisional Teaching Certificate or provisional endorsement, at least 60 days prior to the date the fingerprint clearance card, Teaching Certificate, Provisional Certificate or provisional endorsement is otherwise scheduled to expire. Failure of the Employee to maintain a Teaching Certificate or any required endorsement during the entire term of this Contract shall render this Contract null and void. Failure of the Employee to renew the fingerprint clearance card in a timely fashion shall constitute unprofessional conduct and shall be grounds for dismissal or nonrenewal and/or allow the District to place the Employee on an unpaid leave of absence. The Employee agrees to maintain a copy of the current Teaching Certificate and fingerprint clearance card in the District's Human Resources Office.

10. This Contract is expressly conditioned on the Employee's execution to occur prior to, or during the first fifteen (15) duty days, a Use of Technology in Instruction--Electronic Information Services User Agreement (Governing Board Policy Exhibit UNDB-E). Failure of the Employee to execute this User Agreement will subject the Employee to nonrenewal or dismissal.

11. The Professional shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. 15-203(A)(38) and 15-537. The parties acknowledge and agree that, as a result of recently enacted amendments to these statutes, the District's evaluation system and instrument may be amended from time to time during the term of this Contract. The parties further agree that the form of evaluation system and instrument in effect as of the date of the first formal observation of the Professional shall be the system and instrument that is used to evaluate the Professional for the remainder of the fiscal year, except and to the extent that a modified system or instrument is required by law.

12. At the discretion of the Governing Board, and based upon expenditure levels and available revenues, the District reserves the right to increase the Employee's compensation by providing to the Employee a stipend for additional salary. Any such stipend shall specify whether the salary increase is (a) an increase to the Employee's base salary or (b) a one-time salary increase that shall not be considered an increase to the Employee's base salary.

13. Subject to the restrictions and limitations set forth in Internal Revenue Code (IRC) section 409A, District Policy DKA, and this paragraph, the Employee has the option to receive his or her Base Salary by either of the following methods:

- Option 1 - 22 equal payments during the Contract period;
- Option 2 - 26 equal payments over the course of the entire fiscal year.

By selecting one (1) of the options below, the Employee designates the manner in which the Employee desires to have his/her Base Salary paid. The Employee's failure to designate by selecting an option below shall result in payment in accordance with Option 2:

Option 1 - I desire my Base Salary to be paid in 22 equal payments spread out over the Contract period;

Option 2 - I desire to be paid 26 equal payments over the course of the entire fiscal year.

The Employee understands and acknowledges that his/her selection above as to the method by which his/her Base Salary will be paid shall remain in effect unless and until s/he completes, signs, and submits to the District's Human Resources Department a revised Salary Payment Method Election Form. The Employee further understands and acknowledges that pursuant to Internal Revenue Code section 409A and District Policy DKA, submission of a revised Salary Payment Method Election Form that involves Option 2 above-either by adding or deleting Option 1-must be made prior to the first day of the contract year during which the change will take effect.

The Employee's paycheck will be deposited by the District directly into a bank account designated by the Employee. The Employee must indicate his/her authorization for paycheck deposit by initialing the option below.

I want my paychecks to be directly deposited by the District into a bank account to

be designated by me.

14. This Contract contains the entire agreement between the parties and any prior or contemporaneous agreements, whether oral or written, are voided by the execution of this Contract. Any subsequent amendment or addendum to this Contract must be in writing and be signed by both parties.

Please initial to signify your understanding that this Contract is for the 2026-2027 school year only. {(i:1;y:::18:Black}

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

\${signfield:1:y:_____}
\${d:1:y:Date_Signed}

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

**2026-2027 Master's for Teacher's or Professional's Contract
Addendum L**

Name: Test, Test

Badge #: 362

This Addendum to the **2026-2027** school year Contract to Add Additional Compensation ("Addendum") is entered into between the above named teacher (the "Teacher or Professional") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

The Employee shall be paid the additional sum of **\$0.00** for the **2026-2027** school year. This addendum is for having a qualifying degree, pursuant to the District's current pay schedule and policy.

There is no right of renewal of this Addendum.

APPROVED at a meeting of the Governing Board held **March 17, 2026**
and ISSUED **March 18, 2026**.

PRESIDENT OF THE GOVERNING BOARD:



#{signfield:1:y:_____}

#{d:1:y.Date_Signed}



2026-2027 National Board Certification for Teacher's or Professional's Contract Addendum - K

Name: Test, Test

Badge #: 362

This Addendum to the 2026-2027 school year Contract to Add Additional Compensation ("Addendum") is entered into between the above named teacher (the "Teacher or Professional") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

The Employee shall be paid the additional sum of \$0.00 during the 2026-2027 school year. This addendum is for having been awarded National Board for Professional Teaching Standards Certification in the area of the Teacher's primary assignment.

There is no right of renewal of this Addendum.

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

}\${signfield:1:y:_____}
}\${d:1:y:Date_Signed}



2026-2027 National Certification for School Psychologists' Contract Addendum P

Name: Test, Test

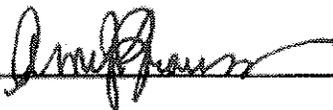
Badge #: 362

This Addendum to the 2026-2027 school year Contract to Add Additional Compensation ("Addendum") is entered into between the above named professional (the "Professional") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

The Employee shall be paid the additional sum of \$0.00 for the 2026-2027 school year. This addendum is for having a national certification, pursuant to the District's current pay schedule and policy.

There is no right of renewal of this Addendum.

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

#{signfield:1:y:_____}
#{d:1:y:Date_Signed}



2026-2027 Certified Addendum For Learning Support Specialist- Q
Additional Days And Additional Duties

Name: Test, Test

Badge #:362

This Addendum to the 2026-2027 school year Contract to Add Additional Compensation ("Addendum") is entered into between Test, Test (the "Teacher or Professional") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

The Employee shall be paid the additional sum of \$0.00 during the 2026-2027 school year.

This addendum is for additional duties and work while serving as Learning Support Specialist and for agreeing to work 15 additional days.

There is no right of renewal of this Addendum.

APPROVED at a meeting of the Governing Board held March 17, 2026 and ISSUED March 18, 2026.

PRESIDENT OF THE GOVERNING BOARD:  _____

#{signfield:1:y:_____}
#{d:1:y:Date_Signed}

ENVISION²¹

DEEP LEARNING

CATALINA FOOTHILLS SCHOOL DISTRICT

**2026-2027 Certified Addendum For Instructional Coach- X
Additional Days And Additional Duties**

Name: Test, Test

Badge #:362

This Addendum to the **2026-2027** school year Contract to Add Additional Compensation ("Addendum") is entered into between **Test, Test** (the "Teacher or Professional") and Catalina Foothills Unified School District No. 16 of Pima County, Arizona (the "District").

The Employee shall be paid the additional sum of **\$0.00** during the **2026-2027** school year.

This addendum is for additional duties and work while serving as Instructional Coach and for agreeing to work 15 additional days.

There is no right of renewal of this Addendum.

APPROVED at a meeting of the Governing Board held and ISSUED

PRESIDENT OF THE GOVERNING BOARD: _____



#{signfield:1:y:_____}

#{d:1:y:Date_Signed}



2026-2027 CERTIFIED LONGEVITY ADDENDUM TO TEACHING CONTRACT

This Longevity Addendum ("Addendum") is entered into on this 18th day of March, 2026, by and between [The Catalina Foothills School District] ("Employer") and Test Test ("Employee") in recognition of Employee's continued service and commitment to the educational institution.

This Addendum acknowledges that the Employee was employed by the Employer during the 2025-2026 school year and has committed to returning for the 2026-2027 school year. The Employer wishes to recognize the Employee's continued service with this addendum.

In consideration of the Employee's continued service, the Employer agrees to provide a Longevity Compensation Adjustment in the total amount of \$0.00 payable in equal installments in each pay period.

The Employee agrees to remain in good standing and fulfill the terms of their employment contract for the 2026-2027 school year.

If the Employee voluntarily resigns or is terminated for cause before completing the 2026-2027, the employee forfeits any remaining unpaid amount of the longevity addendum.

This Addendum does not alter or replace the terms of the Employee's primary contract, but serves as a supplemental agreement recognizing longevity.

By signing below, both parties agree to the terms of this Longevity Addendum.

PRESIDENT OF THE GOVERNING BOARD: 

{signfield:1:y:_____}

{d:1:y:Date_Signed}

Badge # 362