



Governing Board Agenda Item

Meeting Date: June 12, 2025

From: Dr. Daniel Streeter, Superintendent

Subject: 2025-2026 Employee Compensation Package

Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent ☐ Action ☒ Discussion ☐

Background:

Without the passage of a budget by the Arizona legislature, discussions with employee groups related to compensation for 2025-2026 have been completed based on an estimated 2% increase to the budget and 15% voter-approved override. The following salary increases and benefits are recommended:

1. Salary:
 - Five (5) percent raise to all certified staff, setting aside the provisions of the salary plan, and five (5) percent raise to the current base salaries of the certified staff hiring schedules
 - Five (5) percent raise to all support staff employees and to the base rate of pay for each position listed on the support staff employee pay schedule
 - Five (5) percent raise to all exempt and professional nonteaching staff and five (5) percent raise to the current base salaries of the exempt and professional non-teaching staff hiring schedules
 - Five (5) percent raise to administrators and five (5) percent raise to the current base salaries of the administrator hiring schedule
2. One step on coaches and extracurricular contracts for current employees
3. Two retention stipends of up to \$500 – first stipend dependent on available monies by October 31, 2025; second stipend dependent on available monies by March 31, 2026 – for all certified, exempt, professional non-teaching, and administrative staff members
4. Continue coverage of lowest single health insurance premium

Recommended Motion:

I move that the Governing Board approve the 2025-2026 Employee Compensation Package.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Dr. Daniel Streeter, Superintendent

Phone: (520) 682-4774