



Governing Board Agenda Item

Meeting Date: March 12, 2026

From: Monica Harper, Human Resources Director

Subject: a. Adopt District Hiring Schedules and Contract Terms for Administrators, Professional Non-Teaching, and Exempt Employees
b. Adopt Forms of Contracts for Administrators, Professional Non-Teaching, and Exempt Employees
c. Offer Contracts to Administrators, Professional Non-Teaching, and Exempt Employees

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

Consent Action Discussion

Background:

Hiring schedules for administrators, professional non-teaching, and exempt employees for 2026-2027 are attached. Also included are contract terms for administrators.

The new forms of administrator and exempt employee contracts are attached for your review and approval.

The administrator and exempt employee contract forms include:

- Administrator Contract 2 – Senior Staff
- Administrator Contract 3 – Principal
- Administrator Contract 4 – Director
- Administrator Contract 5 – Associate Administrator
- Exempt Employee Contract 6 – 12 Month
- Exempt Employee Contract 7 – Less than 12 Month
- Exempt Employee Contract 7.1 – Counselor Yearend
- Exempt Employee Contract 8 – Professional Non-Teaching
- Exempt Employee Contract 8.1 – Professional Non-Teaching Yearend
- Exempt Employee Contract 9 – Psychologist Intern

Also identified on the attachments are those administrators and exempt employees to whom we intend to offer contracts for 2026-2027. These include Senior Staff members, associate principals, directors, associate director, coordinators, facilitators, managers, social workers, psychologists, nurses, and therapists/specialists.

Recommended Motion:

I move that the Governing Board approve the 2026-2027 hiring schedules and contract terms for Administrators, Professional Non-Teaching, and Exempt Employees.

I further move that the Governing Board approve contract forms as indicated in the attached exhibits.

I further move that the Governing Board approve the offering of contracts for 2026-2027 for Administrators, Professional Non-Teaching, and Exempt Employees.

Approved for transmittal to the Governing Board: 
Dr. Daniel Streeter, Superintendent

*Questions should be directed to: Monica Harper, Director of Human Resources
Phone: (520) 682-4754*



Marana Unified School District Administrator Contract Terms

1. All administrator contracts are twelve (12) months with the exception of Associate Principals which are ten (10) months and eleven (11) months and the Dean of Students are ten (10) months.
2. Twenty (20) days' vacation to be scheduled through the administrator's direct supervisor for twelve (12) month administrators only.
3. Additional \$2,000.00 for Doctorate.
4. Receive at least the same fringe benefits as teachers.
5. Receive \$150,000 District paid life insurance benefit.
6. Up to 50% tuition reimbursement at State University cost for approved doctorate program or other approved degree program/professional development.
7. The District shall pay the amount of the lowest responsive bid for single health insurance coverage, for the employee's participation in the District's group program, provided the employee enrolls in the program.
8. Maximum of 35 vacation days carryover per year (this does not apply to ten (10) month Dean of Students, ten (10) month Associate Principals and eleven (11) month Associate Principals and nine (9) month Assistant Principals).
9. The Administrator may accrue leave time to a maximum of 1,440 hours (180 days).
10. Longevity sick leave per diem payout upon retiring is fifty percent (50%) for 0-5 years of administrative service, fifty-five percent (55%) for 6-10 years of administrative service, and sixty percent (60%) for 11 or more years of administrative service up to a maximum of 180 days.
11. The District will pay directly to any professional organization an annual sum not to exceed One Thousand Dollars (\$1,000.00) for dues, membership fees, course registration fees, conferences, related travel expenses or other professional development approved by the Superintendent.
12. The Governing Board shall pay the Employee an amount of up to Seven Hundred Fifty Dollars (\$750.00) per year for dues or membership fees incurred by the Employee for membership in any community service organization approved by the Superintendent.
13. Directors of Facilities Management and Transportation will be provided with a District vehicle.

**MARANA UNIFIED SCHOOL DISTRICT
ADMINISTRATOR HIRING SCHEDULE
2026-2027**

Position	Range	0-3 years	Over	4-5 years	Over	6-7 years	Over	8-9 years	Over	10+ years	Over
Assistant Superintendent	36	130,696	864	133,311	882	135,978	899	138,696	917	141,470	955
Chief Financial Officer	36	130,696	864	133,311	882	135,978	899	138,696	917	141,470	955
Executive Director (Senior Staff)	34	118,547	785	120,918	823	123,336	860	125,801	898	128,318	936
Principal - High School	34	118,547	785	120,918	823	123,336	860	125,801	898	128,318	936
Principal - Middle School	32	107,514	712	109,664	746	111,857	780	114,095	815	116,376	849
Principal - MCAT	30	97,519	646	99,470	677	101,459	708	103,489	739	105,558	770
Principal - Elementary	30	97,519	646	99,470	677	101,459	708	103,489	739	105,558	770
Director of Special Ed	30	97,519	646	99,470	677	101,459	708	103,489	739	105,558	770
Director of Technology	30	97,519	646	99,470	677	101,459	708	103,489	739	105,558	770
Director of Health Services	30	97,519	646	99,470	677	101,459	708	103,489	739	105,558	770
Associate Principal - High School (11)	29	92,875	615	94,733	645	96,628	674	98,561	704	100,532	733
Director of Human Resources	28	88,452	586	90,222	614	92,027	642	93,866	670	95,743	698
Director of Public & Community Relations	28	88,452	586	90,222	614	92,027	642	93,866	670	95,743	698
Director of State & Federal	28	88,452	586	90,222	614	92,027	642	93,866	670	95,743	698
Associate Principal - Middle School (11)	27	81,343	558	85,925	585	87,643	611	89,395	638	91,183	665
Director of Career/Technical Education	27	81,343	558	85,925	585	87,643	611	89,395	638	91,183	665
Director of Ext.Lrng.Opport.	26	80,231	531	81,835	557	83,471	582	85,142	608	86,844	633
Director of Student/Family Services	26	80,231	531	81,835	557	83,471	582	85,142	608	86,844	633
Director of Facilities Management	25	76,407	506	77,936	530	79,495	555	81,085	579	82,707	603
Director of Food Services	25	76,407	506	77,936	530	79,495	555	81,085	579	82,707	603
Director of Procurement	25	76,407	506	77,936	530	79,495	555	81,085	579	82,707	603
Director of Transportation	25	76,407	506	77,936	530	79,495	555	81,085	579	82,707	603
Associate Principal - K8 (11)	25	76,407	506	77,936	530	79,495	555	81,085	579	82,707	603
Associate Principal - Elementary (10)	24	72,771	482	74,226	505	75,710	528	77,224	551	78,768	574
Associate Director of ESS (11)	24	72,771	482	74,226	505	75,710	528	77,224	551	78,768	574
Dean of Students (10)	24	72,771	482	74,226	505	75,710	528	77,224	551	78,768	574

MARANA UNIFIED SCHOOL DISTRICT

PROFESSIONAL NON-TEACHING HIRING SCHEDULE 2026-2027

OCCUPATIONAL/PHYSICAL THERAPISTS

	Base	Override
0-3 years	\$ 72,987	\$ 4,159
4-5 years	\$ 74,447	\$ 4,256
6+ years	\$ 75,936	\$ 4,354

NURSES

	BA	Override	MA	Override
0-3 years	\$ 47,962.00	\$ 2,785.00	\$ 50,899.00	\$ 2,952.00
4-5 years	\$ 48,922.00	\$ 2,845.00	\$ 51,917.00	\$ 3,017.00
6+ years	\$ 49,900.00	\$ 2,908.00	\$ 52,955.00	\$ 3,083.00

ACADEMIC ADVISOR / BEHAVIOR SPECIALIST / SOCIAL WORKERS

	BA	Override	MA	Override
0-3 years	\$ 39,642.00	\$ 2,219.00	\$ 42,069.00	\$ 2,356.00
4-5 years	\$ 40,435.00	\$ 2,266.00	\$ 42,910.00	\$ 2,408.00
6+ years	\$ 41,244.00	\$ 2,316.00	\$ 43,768.00	\$ 2,460.00

Professional Growth Increments*

BA+6 \$300	BA+12 \$300	BA+18 \$300	BA+24 \$300	BA+30 \$300	BA+36 \$300	BA+42 \$300	BA+48 \$300	BA+60 \$600
BA+72 \$600	BA+84 \$600	BA+96 \$600	BA+108 \$600	BA+120 \$600	BA+132 \$600			

MA+6 \$600	MA+12 \$600	MA+18 \$600	MA+24 \$600	MA+30 \$600	MA+36 \$600	MA+42 \$600	MA+48 \$600	MA+54 \$600
MA+60 \$600	MA+66 \$600	MA+72 \$600	MA+78 \$600	MA+84 \$600	MA+90 \$600			

*Applies to Behavior Specialists, Nurses and Social Workers Only

MARANA UNIFIED SCHOOL DISTRICT
EXEMPT HIRING SCHEDULE
2026-2027

Position	Range	0-3 yrs	Over	4-5 yrs	Over	6-7 yrs	Over	8-9 yrs	Over	10+ yrs	Over
Alternative & Innovative Learning Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Curriculum Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Database Manager	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Elementary Literacy Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
K-8 Math Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
K-12 Science Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
K-12 Social Studies Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Instruction & Induction Coordinator	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Secondary Gifted & Advanced Program Coord.	25	74,155	4,213	75,638	4,311	77,151	4,412	78,694	4,513	80,268	4,616
Digital Communications Manager	24	70,626	4,013	72,039	4,106	73,480	4,202	74,949	4,298	76,449	4,396
Network Systems Manager	24	70,626	4,013	72,039	4,106	73,480	4,202	74,949	4,298	76,449	4,396
Psychologist	24	70,626	4,013	72,039	4,106	73,480	4,202	74,949	4,298	76,449	4,396
School Climate & Connectedness Coord.	24	70,626	4,013	72,039	4,106	73,480	4,202	74,949	4,298	76,449	4,396
Technology Resources Manager	24	70,626	4,013	72,039	4,106	73,480	4,202	74,949	4,298	76,449	4,396
Applications Manager	23	67,264	3,822	68,609	3,911	69,981	4,002	71,382	4,094	72,809	4,187
Business Manager	23	67,264	3,822	68,609	3,911	69,981	4,002	71,382	4,094	72,809	4,187
Safety & Security Coordinator	23	67,264	3,822	68,609	3,911	69,981	4,002	71,382	4,094	72,809	4,187
Student Information Systems Manager	23	67,264	3,822	68,609	3,911	69,981	4,002	71,382	4,094	72,809	4,187
Facilities Project Manager	22	64,061	3,630	65,343	3,714	66,650	3,799	67,982	3,886	69,342	3,974
Field Operations Mgr.	21	61,010	3,466	62,231	3,547	63,475	3,629	64,643	3,708	65,935	3,792
Garage Manager	21	61,010	3,466	62,231	3,547	63,475	3,629	64,643	3,708	65,935	3,792
Trans. Operations Mgr	21	61,010	3,466	62,231	3,547	63,475	3,629	64,643	3,708	65,935	3,792
Benefits Manager	20	58,104	3,301	59,266	3,379	60,451	3,457	61,660	3,537	62,894	3,617
Grants Management Coordinator	20	58,104	3,301	59,266	3,379	60,451	3,457	61,660	3,537	62,894	3,617
Payroll Manager	20	58,104	3,301	59,266	3,379	60,451	3,457	61,660	3,537	62,894	3,617
Recruiting Manager	20	58,104	3,301	59,266	3,379	60,451	3,457	61,660	3,537	62,894	3,617
Extended Learning Opportunities Coord.	19	55,335	3,144	56,442	3,218	57,571	3,292	58,723	3,368	59,897	3,444
Family Resource Coordinator	19	55,335	3,144	56,442	3,218	57,571	3,292	58,723	3,368	59,897	3,444
Food Service Area Manager	19	55,335	3,144	56,442	3,218	57,571	3,292	58,723	3,368	59,897	3,444
Health Services Coordinator	19	55,335	3,144	56,442	3,218	57,571	3,292	58,723	3,368	59,897	3,444
Inclusion Facilitator (11)	19	55,335	3,144	56,442	3,218	57,571	3,292	58,723	3,368	59,897	3,444
FRC Lead Social Worker	18	52,701	2,995	53,755	3,064	54,830	3,135	55,927	3,207	57,045	3,281
Health Services Facilitator (11)	18	52,701	2,995	53,755	3,064	54,830	3,135	55,927	3,207	57,045	3,281
Inclusion Facilitator (10)	18	52,701	2,995	53,755	3,064	54,830	3,135	55,927	3,207	57,045	3,281
Communications/Social Media Coordinator	16	47,800	2,716	48,756	2,779	49,731	2,843	50,725	2,909	51,740	2,975
ELL Facilitator (10)	16	47,800	2,716	48,756	2,779	49,731	2,843	50,725	2,909	51,740	2,975



SENIOR STAFF ADMINISTRATOR

CONTRACT 2

Employee Number «PIN»

This Administrator Contract ("Contract") is entered into between «Name» (the "Administrator") and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the "District"), through its Governing Board (the "Governing Board").

1. The Governing Board agrees to employ the Administrator and the Administrator agrees to be employed by the Governing Board, for a one fiscal year, beginning on **July 1, 2026** and ending on **June 30, 2027**.
2. The Administrator agrees to direct the schools of the Marana Unified School District, by following and enforcing Governing Board Policies, Administrative Regulations, and applicable laws, as they now exist or may be modified in the future. The Administrator also agrees to:
 - a. obey the lawful orders of the Governing Board,
 - b. conduct himself/herself before the public in a manner reflecting well on Marana Unified School District,
 - c. lead in the implementation and achievement of the District's mission, vision and goals,
 - d. enforce the personnel and educational management objectives of the District,
 - e. manage the resources of the District, and
 - f. perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board, the Superintendent or the Advisory Council,
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Administrator as wages a base salary of «Amount» ("Base Salary") during the fiscal year **2026-2027**. In addition to the Base Salary, the Administrator will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Administrator's Base Salary because these monies may or may not be available in future fiscal years). The Administrator's Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Administrator shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
5. In addition to the Base Salary set out in Paragraph 3 above, the Administrator also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Administrator

must remain employed as an employee with the District through the end of the Administrator's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.

6. Due to the District's large geographical size, and the nature of the Administrator's role, the Administrator will travel extensively within the district (as well as elsewhere within Pima County) for business purposes. The District agrees to pay to the Administrator, a travel stipend of seven hundred dollars (\$700.00) per month during the term of this contract. In consideration of this stipend, the Administrator agrees not to make any request to the District for mileage reimbursement for use of his/her own automobile for business travel within Pima County.
7. The Administrator shall have the same days off as District teachers, other than summer break, October 5-9, 2026 (Fall Break) and November 25, 2026 (Day before Thanksgiving). In addition, the Administrator will have off Memorial Day and Independence Day holidays during the summer break and approved sick and vacation leave.
8. The Administrator shall be entitled to twenty (20) working days paid vacation, to be taken at a time approved by the Superintendent. The twenty (20) working days vacation may either be used in the fiscal year earned or may be carried over from year to year. The Administrator may carry a total vacation balance of forty (40) days. The Administrator shall receive compensation for up to twenty (20) unused days over the total maximum limit of forty (40) days at his/her then per diem rate of pay. If the Assistant Superintendent does not work the entire fiscal year, vacation accrual will be prorated.
9. If Administrator is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Administrator acknowledges and agrees that, pursuant to ARS 38-766.01, Administrator's contract is not subject to renewal and Administrator is hereby notified of the non-renewal of this contract for the reason that Administrator is a return to work employee. Administrator and District agree that District will not pay contributions for the Administrator's benefit to the ASRS and will not deduct monies from Administrator's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
10. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Administrator fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Administrator's participation in the District's health insurance program, provided the Administrator enrolls at least himself or herself in such program.

- b. The Governing Board shall pay the premium for \$150,000.00 worth of term life insurance, insuring the life of the Administrator, and for his/her benefit, presuming the Administrator can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Administrator may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
 - d. The District will pay directly to any professional organization an annual sum not to exceed One Thousand Dollars (\$1,000.00) for dues, membership fees, course registration fees, conferences, related travel expenses or other professional development approved by the Superintendent.
 - e. The Governing Board shall pay the Administrator an amount of up to Seven Hundred Fifty Dollars (\$750.00) per year for dues or membership fees incurred by the Administrator for membership in any community service organization approved by the Superintendent.
11. If a license, certificate, and/or endorsement is required for the Administrator to perform his/her job duties as defined in his/her job description the Administrator agrees to hold and maintain the required credentials, during the entire term of this Contract. In addition, the Administrator must hold and maintain a valid fingerprint clearance card issued pursuant to ARS § 15-534(A)(2). If the Administrator's certificate, fingerprint card, or other required certificate or endorsement is scheduled to expire during the term of this Contract, the Administrator agrees to renew such certificate, card or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Administrator to maintain, during the entire term of this Contract, his or her administrative certificate, fingerprint card, or any other required certificate and endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose discipline, up to and including termination.
12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
 SCHOOL DISTRICT NO. 6 OF
 PIMA COUNTY, ARIZONA

By: *Kathryn Mikelonis*

 Administrator

Date: March 12, 2026

 Date



PRINCIPAL CONTRACT 3

Employee ID «PIN»

This Administrator Contract (“Contract”) is entered into between «Name» (the “Administrator”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”).

1. The Governing Board agrees to employ the Administrator, and the Administrator agrees to be employed by the Governing Board beginning on «Start_Date» and ending on «End_Date».
2. The Administrator agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as may be reasonably modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Administrator as wages a base salary of «Amount» (“Base Salary”) during the fiscal year **2026-2027**. In addition to the Base Salary, the Administrator will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Administrator’s Base Salary because these monies may or may not be available in future fiscal years). The Administrator’s Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Administrator (if none, write none).

None \$ _____

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Administrator shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
6. In addition to the Base Salary set out in Paragraph 3 above, the Administrator also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator’s last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator’s last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the

first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.

7. The Administrator shall have the same days off as District teachers, other than summer break, October 5-9, 2026 (Fall Break) and November 25, 2026 (Day before Thanksgiving). In addition, the Administrator will have off Memorial Day and Independence Day holidays during the summer break and approved sick and vacation leave.
8. The Administrator shall be entitled to twenty (20) working days paid vacation, to be taken at a time approved by the Assistant Superintendent. The twenty (20) working days vacation may either be used in the fiscal year earned or within thirteen (13) months thereafter. The Administrator may carry a total vacation balance of thirty-five (35) days. Any days over this total balance of thirty-five (35) days not used within the fiscal year or within thirteen (13) months thereafter, will be forfeit. If the Administrator does not work the entire fiscal year, vacation accrual will be prorated.
9. If Administrator is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Administrator acknowledges and agrees that, pursuant to ARS 38-766.01, Administrator's contract is not subject to renewal and Administrator is hereby notified of the non-renewal of this contract for the reason that Administrator is a return to work employee. Administrator and District agree that District will not pay contributions for the Administrator's benefit to the ASRS and will not deduct monies from Administrator's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
10. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Administrator fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Administrator's participation in the District's health insurance program, provided the Administrator enrolls at least himself or herself in such program.
 - b. The Governing Board shall pay the premium for \$150,000.00 worth of term life insurance, insuring the life of the Administrator, and for his/her benefit, presuming the Administrator can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Administrator may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
 - d. The District will pay directly to any professional organization an annual sum not to exceed One Thousand Dollars (\$1,000.00) for dues, membership fees, course registration fees,

conferences, related travel expenses or other professional development approved by the Superintendent.

e. The Governing Board shall pay the Administrator an amount of up to Seven Hundred Fifty Dollars (\$750.00) per year for dues or membership fees incurred by the Administrator for membership in any community service organization approved by the Superintendent.

11. The Administrator agrees to hold and maintain during the entire term of this Contract (1) a valid Arizona principal certificate, and (2) either a valid fingerprint clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the Administrator's principal certificate, fingerprint card, or other required certificate or endorsement is scheduled to expire during the term of this Contract, the Administrator agrees to renew such certificate, card or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Administrator to maintain, during the entire term of this Contract, his or her principal certificate, fingerprint card, or any other required certificate and endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 30 DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Administrator

Date: March 12, 2026

Date

Issued: 3/23/26



DIRECTOR CONTRACT 4

Employee Number «PIN»

This Administrator Contract ("Contract") is entered into between «Name» (the "Administrator") and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the "District"), through its Governing Board (the "Governing Board").

1. The Governing Board agrees to employ the Administrator and the Administrator agrees to be employed by the Governing Board, for one fiscal year, beginning on **July 1, 2026** and ending on **June 30, 2027**.
2. The Administrator agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Administrator as wages a base salary of «Amount» ("Base Salary") during the fiscal year 2026-2027. In addition to the Base Salary, the Administrator will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Administrator's Base Salary because these monies may or may not be available in future fiscal years). The Administrator's Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Administrator (if none, write none).

None \$ _____

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Administrator shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
6. In addition to the Base Salary set out in Paragraph 3 above, the Administrator also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the

first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.

7. The Administrator shall have the same days off as District teachers, other than summer break, October 5-9, 2026 (Fall Break) and November 25, 2026 (day before Thanksgiving). In addition, the Administrator will have off Memorial Day and Independence Day holidays during the summer break and approved sick and vacation leave.
8. The Administrator shall be entitled to twenty (20) working days paid vacation, to be taken at a time approved by the Assistant Superintendent. The twenty (20) working days vacation may either be used in the fiscal year earned or within thirteen (13) months thereafter. The Administrator may carry a total vacation balance of thirty-five (35) days. Any days over this total balance of thirty-five (35) days not used within the fiscal year or within thirteen (13) months thereafter, will be forfeit. If the Administrator does not work the entire fiscal year, vacation accrual will be prorated.
9. If Administrator is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Administrator acknowledges and agrees that, pursuant to ARS 38-766.01, Administrator's contract is not subject to renewal and Administrator is hereby notified of the non-renewal of this contract for the reason that Administrator is a return to work employee. Administrator and District agree that District will not pay contributions for the Administrator's benefit to the ASRS and will not deduct monies from Administrator's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
10. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Administrator fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Administrator's participation in the District's health insurance program, provided the Administrator enrolls at least himself or herself in such program.
 - b. The Governing Board shall pay the premium for \$150,000.00 worth of term life insurance, insuring the life of the Administrator, and for his/her benefit, presuming the Administrator can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Administrator may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
 - d. The District will pay directly to any professional organization an annual sum not to exceed One Thousand Dollars (\$1,000.00) for dues, membership fees, course registration fees,

conferences, related travel expenses or other professional development approved by the Superintendent.

- e. The Governing Board shall pay the Administrator an amount of up to Seven Hundred Fifty Dollars (\$750.00) per year for dues or membership fees incurred by the Administrator for membership in any community service organization approved by the Superintendent.
- 11. If a license, certificate, and/or endorsement is required for the Administrator to perform his/her job duties as defined in his/her job description the Administrator agrees to hold and maintain the required credentials, during the entire term of this Contract. In addition, the Administrator must hold and maintain a valid fingerprint clearance card issued pursuant to ARS § 15-534(A)(2). If the Administrator's certificate, fingerprint card, or other required certificate or endorsement is scheduled to expire during the term of this Contract, the Administrator agrees to renew such certificate, card or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Administrator to maintain, during the entire term of this Contract, his or her administrative certificate, fingerprint card, or any other required certificate and endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose discipline, up to and including termination.
- 12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Administrator

Date: March 12, 2026

Date



ASSOCIATE ADMINISTRATOR CONTRACT 5

Less than one year

Employee Number «PIN»

This Administrator Contract ("Contract") is entered into between «Name» (the "Administrator") and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the "District"), through its Governing Board (the "Governing Board").

1. The Governing Board agrees to employ the Administrator, and the Administrator agrees to be employed by the Governing Board, beginning on _____ and ending on _____.
2. The Administrator agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Administrator as wages a base salary of «Base2627» ("Base Salary") during the fiscal year 2026-2027. In addition to the Base Salary, the Administrator will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Administrator's Base Salary because these monies may or may not be available in future fiscal years). The Administrator's Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Administrator shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
5. In addition to the Base Salary set out in Paragraph 3 above, the Administrator also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Administrator must remain employed as an employee with the District through the end of the Administrator's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31,

2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.

6. The Administrator shall have the same days off as District Teachers, plus any federal holidays that may occur during the summer break while the Administrator is still employed under this Contract.
7. If Administrator is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Administrator acknowledges and agrees that, pursuant to ARS 38-766.01, Administrator's contract is not subject to renewal and Administrator is hereby notified of the non-renewal of this contract for the reason that Administrator is a return to work employee. Administrator and District agree that District will not pay contributions for the Administrator's benefit to the ASRS and will not deduct monies from Administrator's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
8. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Administrator fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Administrator's participation in the District's health insurance program, provided the Administrator enrolls at least himself or herself in such program.
 - b. The Governing Board shall pay the premium for ~~\$150,000.00~~ worth of term life insurance, insuring the life of the Administrator, and for his/her benefit, presuming the Administrator can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Administrator may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
 - d. The District will pay directly to any professional organization an annual sum not to exceed One Thousand Dollars (\$1,000.00) for dues, membership fees, course registration fees, conferences, related travel expenses or other professional development approved by the Superintendent.
 - e. The Governing Board shall pay the Administrator an amount of up to Seven Hundred Fifty Dollars (\$750.00) per year for dues or membership fees incurred by the Administrator for membership in any community service organization approved by the Superintendent.
9. The Administrator agrees to hold and maintain during the entire term of this Contract (1) a valid Arizona principal certificate, and (2) either a valid fingerprint clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the Administrator's principal certificate, fingerprint card, or other required certificate or endorsement is scheduled to expire during the term of this Contract, the Administrator agrees to renew such certificate, card or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Administrator to maintain, during

the entire term of this Contract, his or her principal certificate, fingerprint card, or any other required certificate and endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

10. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA



By: _____

Administrator

Date: March 12, 2026

Date

Issued: 3/23/26



EXEMPT EMPLOYEE CONTRACT 6
Exempt from Federal Wage and Hour Guidelines
12 months

Employee Number «PIN»

This Exempt Employee Contract (“Contract”) is entered into between «Name» (the “Exempt Employee”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”), for the position of _____ at a «FTE» FTE (Full-Time Equivalent).

1. The Governing Board agrees to employ the Exempt Employee, and the Exempt Employee agrees to be employed by the Governing Board, beginning on **July 1, 2026**, and ending on **June 30, 2027**.
2. The Exempt Employee agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Exempt Employee as wages a base salary of «Base2526» (“Base Salary”) during the fiscal year 2026-2027. In addition to the Base Salary, the Exempt Employee will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Exempt Employee’s Base Salary because these monies may or may not be available in future fiscal years). The Exempt Employee’s Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Exempt Employee (if none, write none).

None \$ _____

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Exempt Employee shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
6. In addition to the Base Salary set out in Paragraph 3 above, the Exempt Employee also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Exempt Employee must remain employed as an employee with the District through the end of the Exempt Employee’s last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Exempt Employee must remain employed as an employee with the District through the end of the Exempt Employee’s last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the

District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.

7. The Exempt Employee shall have the same days off as District teachers, other than summer break, October 5-9, 2026 (Fall Break) and November 25, 2026 (day before Thanksgiving). In addition, the Exempt Employee will have off Memorial Day and Independence Day holidays during the summer break.
8. The Exempt Employee working twelve (12) months shall be entitled to twenty (20) working days paid vacation, to be taken at a time approved by their immediate supervisor. The twenty (20) working days vacation may either be used in the fiscal year earned or within thirteen (13) months thereafter. The Exempt Employee may carry a total vacation balance of twenty (20) days. Any days over this total balance of twenty (20) days not used within the fiscal year or within thirteen (13) months thereafter, will be forfeit. If the Exempt Employee does not work the entire fiscal year, vacation accrual will be prorated.
9. If Exempt Employee is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Exempt Employee acknowledges that this Contract is not subject to renewal and Exempt Employee is hereby notified of the non-renewal of this contract for the reason that Employee is a return to work employee. Exempt Employee and District agree that District will not pay contributions for the Exempt Employee's benefit to the ASRS and will not deduct monies from Exempt Employee's salary for such contributions.
10. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Exempt Employee fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Exempt Employee's participation in the District's health insurance program, provided the Exempt Employee enrolls at least himself or herself in such program.
 - b. The Governing Board shall pay the premium for participation in the district's term life insurance in the amount of 1.3 times the employee's annual salary as set forth in Paragraph 3, and for his/her benefit, presuming the Exempt Employee can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Exempt Employee may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
11. If a license, certificate, and/or endorsement is required for the Exempt Employee to perform his/her job duties as defined in his/her job description the Exempt Employee agrees to hold and maintain the required credentials, during the entire term of this Contract. If the license, certificate, and/or endorsement are scheduled to expire during the term of this Contract, the Exempt Employee agrees to renew such license, certificate, and/or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure to maintain during the entire term of this contract any other required license, certificate and/or endorsement, shall be considered a material breach of this Contract and permit the District,

in its discretion, either to place the employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Exempt Employee

Date: March 13, 2027

Date

Issued: 3/23/26



EXEMPT EMPLOYEE CONTRACT 7
Exempt from Federal Wage and Hour Guidelines
Less than one year

Employee Number «PIN»

This Exempt Employee Contract (“Contract”) is entered into between «Name» (the “Exempt Employee”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”), for the position of «Description» at a «FTE» FTE (Full-Time Equivalent).

1. The Governing Board agrees to employ the Exempt Employee, and the Exempt Employee agrees to be employed by the Governing Board, beginning on «StartDate» and ending on «EndDate», as specifically determined by the adopted school calendar for the 2026-2027 school year, as such calendar may be revised from time to time if necessary as a result of weather-related or other unanticipated school closings. The Exempt Employee shall have the same days off as District teachers. If this contract is for 11 months, the Exempt Employee shall also have Memorial Day off.
2. The Exempt Employee agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Exempt Employee as wages a base salary of «Amount» (“Base Salary”) during the fiscal year 2026-2027. In addition to the Base Salary, the Exempt Employee will receive an Override Supplement of «Override» (Override Supplement monies are not included in the Exempt Employee’s Base Salary because these monies may or may not be available in future fiscal years). The Exempt Employee’s Base Salary, Override Supplement payment set out above total «Total», and will be paid in equal bi-weekly installments.
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Employee (if none, write none).

None \$ _____

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Exempt Employee shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
6. In addition to the Base Salary set out in Paragraph 3 above, the Exempt Employee also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Exempt Employee must remain

employed as an employee with the District through the end of the Exempt Employee's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Exempt Employee must remain employed as an employee with the District through the end of the Exempt Employee's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend

7. If Exempt Employee is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Exempt Employee acknowledges that this Contract is not subject to renewal and Exempt Employee is hereby notified of the non-renewal of this contract for the reason that Employee is a return to work employee. Exempt Employee and District agree that District will not pay contributions for the Exempt Employee's benefit to the ASRS and will not deduct monies from Exempt Employee's salary for such contributions.
8. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Exempt Employee fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Exempt Employee's participation in the District's health insurance program, provided the Exempt Employee enrolls at least himself or herself in such program.
 - b. The Governing Board shall pay the premium for participation in the district's term life insurance in the amount of 1.3 times the employee's annual salary as set forth in Paragraph 3, and for his/her benefit, presuming the Exempt Employee can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Exempt Employee may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
9. If a license, certificate, and/or endorsement is required for the Exempt Employee to perform his/her job duties as defined in his/her job description the Exempt Employee agrees to hold and maintain the required credentials, during the entire term of this Contract. If the license, certificate, and/or endorsement are scheduled to expire during the term of this Contract, the Exempt Employee agrees to renew such license, certificate, and/or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure to maintain during the entire term of this contract any other required license, certificate and/or endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

10. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Exempt Employee

Date: March 12, 2026

Date

Issued: 3/23/26



EXEMPT EMPLOYEE CONTRACT 7.1
Exempt from Federal Wage and Hour Guidelines
Counselor - Yearend

Employee Number «PIN»

This Exempt Employee Contract (“Contract”) is entered into between «Name» (the “Exempt Employee”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”), for the position of **Counselor** at a «FTE» FTE (Full-Time Equivalent).

1. The Governing Board agrees to employ the Exempt Employee, and the Exempt Employee agrees to be employed by the Governing Board, for «Days» days, beginning on «StartDate» and ending on «EndDate», as specifically determined by the adopted school calendar for the 2026-2027 school year, as such calendar may be revised from time to time, if necessary, as a result of weather-related or other unanticipated school closings. The Exempt Employee shall have the same days off as District teachers.
2. The Exempt Employee agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Exempt Employee as wages a base salary of «Base» (“Base Salary”) during the fiscal year 2026-2027. In addition to the Base Salary, the Exempt Employee will receive an Override Supplement of «Override_» (Override Supplement monies are not included in the Exempt Employee’s Base Salary because these monies may or may not be available in future fiscal years). The Exempt Employee’s Base Salary and Override Supplement payment set out above total «Total_».
4. The Exempt Employee and the District agree that the Base Salary and other payments set out in Paragraph 3 above will be paid to the Employee in the following manner:

_____ Option 1 - 22 equal payments spread out over the Contract period;

_____ Option 2 - With the Paragraph 3 monies being divided into 26 equal parts, 21 payments of one part each during the Contract period plus a 22nd balloon payment of the balance at the end of the Contract period;

_____ Option 3 - 26 equal payments.

(Employee must initial desired salary payment option above)

The Exempt Employee acknowledges and agrees that his or her selection above as to the method by which the Employee’s Paragraph 3 monies will be paid to him or her may not be changed during the term of this Contract, and that any future change in election as to how such monies are to be paid must be made prior to the first day of contract year during which the change will take effect.

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated

as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Exempt Employee shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.

6. In addition to the Base Salary set out in Paragraph 3 above, the Exempt Employee also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Exempt Employee must remain employed as an employee with the District through the end of the Exempt Employee's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Exempt Employee must remain employed as an employee with the District through the end of the Exempt Employee's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.
7. The Exempt Employee will receive equivalent pay to the District's performance pay distributed among District Certificated Employees who qualify for such. If the Exempt Employee qualifies to be paid performance pay pursuant to the District's Performance Pay Policy, the method and timing of payment of such monies and the amount of such performance pay, shall be specified in the District's Performance Pay Policy. This pay earned by the Exempt Employee shall be in addition to the monies to be paid to the Exempt Employee set forth in Paragraph 3 above.
8. If Exempt Employee is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Exempt Employee acknowledges and agrees that, pursuant to ARS 38-766.01, Exempt Employee is not subject to the requirements of what is commonly referred to as the Arizona Certificated Employee tenure statutes (ARS 15-501 et set). Exempt Employee acknowledges and agrees that, pursuant to ARS 38-766.01, Exempt Employee's contract is not subject to automatic renewal and Exempt Employee is hereby notified of the non-renewal of this contract for the reason that Exempt Employee is a return to work employee. Exempt Employee and District agree that District will not pay contributions for the Exempt Employee's benefit to the ASRS and will not deduct monies from Exempt Employee's salary for such contributions.
9. During the terms of this Contract, and in addition to the salary referenced in Paragraph 3, above, the Governing Board agrees to provide to the Exempt Employee fringe benefits as set forth in the applicable Governing Board Policies, plus those fringe benefits set forth in this Contract, including the following:
 - a. The District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Exempt Employee's participation in the District's health insurance program, provided the Exempt Employee enrolls at least himself or herself in such program.

- b. The Governing Board shall pay the premium for participation in the district's term life insurance in the amount of 1.3 times the employee's annual salary as set forth in Paragraph 3, and for his/her benefit, presuming the Exempt Employee can qualify to obtain such insurance at reasonable commercial rates.
 - c. The Exempt Employee may elect to reduce his/her taxable salary in accordance with his/her election(s) under the Flexible Benefit Cafeteria Plan as adopted by Marana Unified School District.
10. If a license, certificate, and/or endorsement is required for the Exempt Employee to perform his/her job duties as defined in his/her job description the Exempt Employee agrees to hold and maintain the required credentials, during the entire term of this Contract. In addition, Employee agrees to hold and maintain either a valid finger print clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the license, certificate, fingerprint clearance card and/or endorsement are scheduled to expire during the term of this Contract, the Exempt Employee agrees to renew such license, certificate, and/or endorsement and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure to maintain during the entire term of this contract any other required license, certificate and/or endorsement, shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.
11. The parties acknowledge that the Exempt Employee is to be employed by the Governing Board only for the current school year, or a portion of the current school year, as indicated above. This Contract is a year-end contract. This means the Exempt Employee has no expectation to receive a Contract for the next school year, and the Governing Board has no obligation to offer an additional Contract. Pursuant to A.R.S 15-536 (A), the Exempt Employee should note, if no further action is taken by the Governing Board, however, may, in its discretion and following specific Governing Board action, offer additional employment to the Exempt Employee.
12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Exempt Employee

Date: March 13, 2026

Date

Issued: 3/23/26



PROFESSIONAL NON-TEACHING CONTRACT 8

Employee Number «PIN»

This Professional Non-Teaching Contract (“Contract”) is entered into between «Name» (the “Employee”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”) for the position of «Description» at a «FTE» FTE (Full-Time Equivalent).

1. The Governing Board agrees to employ the Employee, and the Employee agrees to be employed by the Governing Board, for a period of «Days» days, beginning on «StartDate» and ending on «EndDate», as specifically determined by the adopted school calendar for the 2026-2027 school year, as such calendar may be revised from time to time if necessary as a result of weather-related or other unanticipated school closings.
2. The Employee agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Employee as wages a base salary of «Amount» (“Base Salary”) during the term of this Contract. In addition to the Base Salary, the Employee will be paid an Override Supplement of «Override», (Override Supplement monies are not included in the Employee’s Base Salary because these monies may or may not be available in future fiscal years.) The Employee’s Base Salary and Override Supplement payment set out above total «Total».
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Employee (if none, write none).

None \$ _____

5. The Employee and the District agree that the Base Salary and other payments set out in Paragraph 3 and 4 above will be paid to the Employee in the following manner:

_____ Option 1 - 22 equal payments spread out over the Contract period;

_____ Option 2 - With the Paragraph 3 monies being divided into 26 equal parts, 21 payments of one part each during the Contract period plus a 22nd balloon payment of the balance at the end of the Contract period;

_____ Option 3 - 26 equal payments.

(Employee must initial desired salary payment option above)

The Employee acknowledges and agrees that his or her selection above as to the method by which the Employee’s Paragraph 3 and 4 monies will be paid to him or her may not be changed during the term of this Contract, and that any future change in election as to how such monies are to be paid must be made prior to the first day of the contract year during which the change will take effect.

6. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Employee shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
7. In addition to the Base Salary set out in Paragraph 3 above, the Employee also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Employee must remain employed as an employee with the District through the end of the Employee's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Employee must remain employed as an employee with the District through the end of the Employee's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.
8. As additional consideration, the Employee shall receive those fringe benefits as are set forth in applicable District policy. One such fringe benefit is that the District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Employee's participation in the District's health insurance program, provided the Employee enrolls at least himself or herself in such program.
9. If Employee is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Employee acknowledges and agrees that, pursuant to ARS 38-766.01, Employee's contract is not subject to renewal and Employee is hereby notified of the non-renewal of this contract for the reason that Employee is a return to work employee. Employee and District agree that District will not pay contributions for the Employee's benefit to the ASRS and will not deduct monies from Employee's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
10. The Employee agrees to hold and maintain during the entire term of this Contract a valid Arizona License or Certificate as appropriate for the job and as described in the job description. In addition, Employee agrees to hold and maintain either a valid finger print clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the Employee's license, certificate or fingerprint card is scheduled to expire during the term of this Contract, the Employee agrees to renew such license, certificate or fingerprint card and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Employee to maintain, during the entire term of this Contract, his or her license, certificate or fingerprint card shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the Employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

11. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: *Kathryn Mikonis*

Exempt Employee

Date: March 12, 2026

Date

Issued: 3/23/26



**PROFESSIONAL NON-TEACHING
YEAREND CONTRACT 8.1**

Employee Number «PIN»

This Professional Non-Teaching Contract (“Contract”) is entered into between «Name» (the “Employee”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”) for the position of «Description» at a «FTE» FTE (Full-Time Equivalent).

1. The Governing Board agrees to employ the Employee, and the Employee agrees to be employed by the Governing Board, for a period of «Days» days, beginning on «StartDate» and ending on «EndDate» as specifically determined by the adopted school calendar for the 2026-2027 school year, as such calendar may be revised from time to time if necessary as a result of weather-related or other unanticipated school closings.
2. The Employee agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Employee as wages a base salary of «Amount» (“Base Salary”) during the term of this Contract. In addition to the Base Salary, the Employee will be paid an Override Supplement of «Override», (Override Supplement monies are not included in the Employee’s Base Salary because these monies may or may not be available in future fiscal years.) The Employee’s Base Salary and Override Supplement payment set out above total «Total».
4. In addition to the Base Salary and other payments set out in Paragraph 3 above, as of the date of issuance of this Contract, the following stipends have been approved for the Employee (if none, write none).

None \$ _____

5. The Employee and the District agree that the Base Salary and other payments set out in Paragraph 3 and 4 above will be paid to the Employee in the following manner:

_____ Option 1 - 22 equal payments spread out over the Contract period;

_____ Option 2 - With the Paragraph 3 and 4 monies being divided into 26 equal parts, 21 payments of one part each during the Contract period plus a 22nd balloon payment of the balance at the end of the Contract period;

_____ Option 3 - 26 equal payments.

(Employee must initial desired salary payment option above)

The Employee acknowledges and agrees that his or her selection above as to the method by which the Employee’s Paragraph 3 and 4 monies will be paid to him or her may not be changed during the term of this Contract, and that any future change in election as to how such monies are to be paid must be made prior to the first day of the contract year during which the change will take effect.

6. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Employee shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed.
7. In addition to the Base Salary set out in Paragraph 3 above, the Employee also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Employee must remain employed as an employee with the District through the end of the Employee's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Employee must remain employed as an employee with the District through the end of the Employee's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.
8. As additional consideration, the Employee shall receive those fringe benefits as are set forth in applicable District policy. One such fringe benefit is that the District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Employee's participation in the District's health insurance program, provided the Employee enrolls at least himself or herself in such program.
9. If Employee is retired from the Arizona State Retirement System (ASRS) and is returning to work in the District pursuant to the provisions of ARS 38-766.01, Employee acknowledges and agrees that, pursuant to ARS 38-766.01, Employee's contract is not subject to renewal and Employee is hereby notified of the non-renewal of this contract for the reason that Employee is a return to work employee. Employee and District agree that District will not pay contributions for the Employee's benefit to the ASRS and will not deduct monies from Employee's salary for such contributions. In addition, the district will provide retired employees with the fringe benefits set forth in the applicable Governing Board Policies.
10. The Employee agrees to hold and maintain during the entire term of this Contract a valid Arizona License or Certificate as appropriate for the job and as described in the job description. In addition, Employee agrees to hold and maintain either a valid finger print clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the Employee's license, certificate or fingerprint card is scheduled to expire during the term of this Contract, the Employee agrees to renew such license, certificate or fingerprint card and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Employee to maintain, during the entire term of this Contract, his or her license, certificate or fingerprint card shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the Employee on an unpaid leave of absence or to impose disciplinary action, up to and including termination.

11. The parties acknowledge that the Employee is to be employed by the Governing Board only for the current school year, or a portion of the current school year, as indicated above. This Contract is a year-end contract. This means the Employee has no expectation to receive a Contract for the next school year. The Governing Board, however, may in its discretion and following specific Governing Board action, offer additional employment to the Employee.

12. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: 

Exempt Employee

Date: March 12, 2026

Date

Issued: 03/23/26



PSYCHOLOGIST INTERN CONTRACT 9

Employee Number «PIN»

This Psychologist Intern Contract (“Contract”) is entered into between «Name» (the “Psychologist Intern”) and MARANA UNIFIED SCHOOL DISTRICT NO. 6 of PIMA COUNTY, ARIZONA (the “District”), through its Governing Board (the “Governing Board”).

1. The Governing Board agrees to employ the Psychologist Intern, and the Psychologist Intern agrees to be employed by the Governing Board, for a period of **217** days, beginning on **July 22, 2026** and ending on **May 28, 2027**, as specifically determined by the adopted school calendar for the **2026-2027** school year, as such calendar may be revised from time to time, if necessary, as a result of weather-related or other unanticipated school closings.
2. The Psychologist Intern agrees to perform all duties as outlined in their job description, other professional duties as may be assigned by the Governing Board or its Senior Staff, assigned in accordance with law, Governing Board policies, and administrative rules and regulations now in effect and as reasonably may be modified from time to time. The Psychologist Intern agrees not to work more than forty (40) hours in any work week unless a supervising District administrator specifically authorizes or directs the Psychologist Intern to do so.
3. In consideration for the performance of the above services, the Governing Board agrees to pay to the Psychologist Intern as wages a base salary of «Amount» (“Base Salary”) during the term of this Contract. In addition to the Base Salary, the Psychologist Intern will be paid an Override Supplement of «Override» (Override Supplement monies are not included in the Psychologist Intern’s Base Salary because these monies may or may not be available in future fiscal years.) The Psychologist Intern’s Base Salary and Override Supplement payment set out above total «Total».
4. The Psychologist Intern and the District agree that the Base Salary and other payments set out in Paragraph 3 above (“Paragraph 3 monies”) will be paid to the Psychologist Intern in the following manner:

_____ Option 1 - 22 equal payments spread out over the Contract period;

_____ Option 2 - With the Paragraph 3 monies being divided into 26 equal parts, 21 payments of one part each during the Contract period plus a 22nd balloon payment of the balance at the end of the Contract period;

_____ Option 3 - 26 equal payments.

(Psychologist Intern must initial desired salary payment option above)

The Psychologist Intern acknowledges and agrees that his or her selection above as to the method by which the Psychologist Intern’s Paragraph 3 monies will be paid to him or her may not be changed during the term of this Contract, and that any future change in election as to how such monies are to be paid must be made prior to the first day of the contract year during which the change will take effect.

5. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or the receipt of federal funds (either direct or indirect and whether or not designated as a grant), and if those revenues are appropriated, authorized, and/or permitted to be used for employee salary payments and/or salaries during the 2026-2027 school year, the Psychologist Intern shall receive a salary increase, a one-time compensation payment, or both, if so approved by the Governing Board in its sole discretion. Any such payment and/or increase shall be apportioned to employees in a manner determined by the Governing Board unless the authorizing enactment specifies the method by which the payment and/or increase is to be distributed. In addition, the Base Salary set out in Paragraph 3 above may be increased if and to the extent such increase is needed to comply with state or federal law.
6. In addition to the Base Salary set out in Paragraph 3 above, the Psychologist Intern also has the conditional opportunity to earn two retention incentive payments during the 2026-2027 fiscal year. To earn the first retention incentive payment, if funded, the Psychologist Intern must remain employed as an employee with the District through the end of the Psychologist Intern's last scheduled work day in calendar year 2026. To earn the second retention incentive payment, if funded, the Psychologist Intern must remain employed as an employee with the District through the end of the Psychologist Intern's last contract day of the 2026-2027 fiscal year. Whether the District has monies available to fund the first retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before October 31, 2026. The amount of the first retention incentive payment shall not exceed Five Hundred Dollars (\$500). Whether the District has monies available to fund the second retention incentive payment, and if so, the amount of such payment, shall be determined by formal Governing Board action taken on or before March 31, 2027. The amount of the second retention incentive payment shall not exceed Five Hundred Dollars (\$500). Each retention incentive payment shall be paid in a lump sum within twenty (20) calendar days after being earned, and shall be prorated for any employee who is a late hire. The retention stipend will be prorated based on the number of paid days worked in the semester prior to the payment of the stipend.
7. As additional consideration, the Psychologist Intern shall receive those fringe benefits as are set forth in applicable District policy. One such fringe benefit is that the District shall pay the amount approved by the Governing Board of the lowest responsive bid for single health insurance coverage for the Psychologist Intern's participation in the District's health insurance program, provided the Psychologist Intern enrolls at least himself or herself in such program.
8. The Psychologist Intern agrees to hold and maintain during the entire term of this Contract a valid fingerprint clearance card issued pursuant to ARS § 41-1758, or proof of compliance with ARS § 15-534(A)(2). If the Psychologist Intern's fingerprint card is scheduled to expire during the term of this Contract, the Psychologist Intern agrees to renew fingerprint card and provide proof to the District that such renewal has occurred, not less than ten (10) work days before the scheduled date of expiration. Failure of the Psychologist Intern to maintain, during the entire term of this Contract, his or her fingerprint card shall be considered a material breach of this Contract and permit the District, in its discretion, either to place the Psychologist Intern on an unpaid leave of absence or to impose disciplinary action, up to and including termination.
9. The Psychologist Intern acknowledges that remaining a student in good standing of an educational program in school psychology is a requirement of this Contract and that Psychologist Intern would not have been eligible for this Contract without being enrolled in such a program.

10. This Contract contains the complete agreement between the parties and any prior or contemporaneous agreements, whether written or oral, 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.

UNLESS THIS CONTRACT IS SIGNED AND RETURNED TO THE DIRECTOR OF HUMAN RESOURCES WITHIN 15 BUSINESS DAYS OF ITS ISSUANCE, IT SHALL BE NULL AND VOID.

GOVERNING BOARD OF MARANA
SCHOOL DISTRICT NO. 6 OF
PIMA COUNTY, ARIZONA

By: *Kathryn Mikonis*

Psychologist Intern

Date: March 12, 2026

Date

Issued: 3/23/26

Name	Hire Date	DAC	Description	FTE	Stipend	Contract #
Anich, Daniel T	8/27/07	ESS	Physical Therapist	1.0		8
Attebery, Shari	8/2/04	ES	School Climate & Connectedness Coord.	1.0	Teacher Leader	6
Basinger, Charles R	5/21/18	TRAN	Trans. Operations Mgr	1.0		6
Bayne, Jessica	8/2/04	IT	Director of Technology	1.0		4
Bayne, Joshua J	7/25/11	S&F	Executive Director of State & Federal	1.0		2
Beckman, Frederick J	9/3/13	IT	Applications Manager	1.0		6
Bellew, Kimberly	3/12/01	FSC	Business Manager	1.0		6
Benjamin, Allison V	9/28/20	PR	Director of Public Relations & Comm. Relations	1.0		4
Bogart, Thomas N	7/1/24	FSC	Chief Financial Officer	1.0		2
Camacho, Paola	8/30/21	MHS	Academic Advisor	1.0		8
Carragher, Meghan A	11/5/12	MMS	Associate Principal 11 mo	1.0		5
Castro, Marisa N	12/1/08	SFSS	Social Worker	1.0		8
Chandler, Danielle E	10/23/17	HS	Health Services Coordinator	1.0	NBCSN	6
Chism, Denese J	7/20/15	CTE	Associate Principal 10 mo	1.0		5
Clinch, Andrew H	7/22/15	ESS	Psychologist	1.0		8
Coleman, Krystina E	7/8/24	MVHS	Associate Principal 11 mo	1.0		5
Collins, Allison B	8/2/21	ESS	Occupational Therapist	1.0	Doctorate	8
Cordova, Jill E	7/25/08	ES	Elementary Literacy Coordinator	1.0	Teacher Leader	6
Cormell, Amie M	1/6/25	MHS	Associate Principal 11 mo	1.0		5
Corona, Jacqueline L	9/15/22	SFSS	Family Resource Center Coord.	1.0		6
de Masi, Chloe	7/9/24	MHS	Associate Principal 11 mo	1.0		5
DeWitt, Charlene M	7/28/16	TFK8	Associate Principal 11 mo	1.0		5
Dix, Denise	7/24/14	S&F	ELL Facilitator	1.0		7
Dunlap, Thomas A	5/30/12	IT	Technology Resources Manager	1.0		6
Dunn, Ashley F	7/29/11	BE	Associate Principal 10 mo	1.0		5
Edmonds, Sheila J	8/2/04	ES	K-12 Social Studies Coord.	0.50	Teacher Leader	6
Edmonds, Sheila J	8/2/04	ES	Sec.Gifted/Advanced Prog. Coord.	0.50	Teacher Leader	6
Figueroa, Michele A	4/8/08	SFSS	Social Worker	1.0		8
Fitzgerald, Texana J	7/24/19	ESS	Psychologist	1.0		8
Fowler, Rebecca	8/6/04	MVHS	Orientation and Mobility Spec.	1.0		8
Gardner, Kerith A	11/6/12	MHS	Nurse	1.0	NBCSN	8
Glavin, Kelsey R	7/16/25	QRE	Associate Principal 10 mo	1.0		5

Glenn, Charlotte A	7/27/22	ESS	Psychologist	1.0		8
Goligoski, Laura K	7/1/26	MVA	HS Personalized Learning Coordinator	1.0		6
Goligoski, Mark	7/19/21	Asst. Sup	Asst Superintendent	1.0		2
Green, Donald C	5/12/25	PR	Digital Communications Manager	1.0		6
Gusk, Kevin J	6/11/18	TRAN	Garage Manager	1.0		6
Halliday, Heather L	8/5/19	ESS	Physical Therapist	1.0	Doctorate	8
Harper, Monica	6/24/04	HR	Director of Human Resources	1.0		4
Hastings, Charlie	2/27/06	IT	Network Systems Manager	1.0		6
Hesse, Krysti D	10/28/02	SFSS	FRC Lead Social Worker	1.0		6
Hodge, Tiffany A	7/1/25	ESS	Director of Special Ed	1.0		4
Hopkins, Heather	8/3/04	ESS	Psychologist	1.0		8
Hudecek, John E	7/22/19	PRE	Associate Principal 10 mo	1.0		5
Insalaco, Rachel	11/17/16	HS	Health Services Facilitator	1.0		7
Johnson, Rebekah L	8/5/24	ESS	Physical Therapist	0.75	Doctorate	8
Kalahar, Crystal L	7/1/13	FS	Director of Food Services	1.0		4
Karjalainen, Teresa R	8/5/13	ESS	Occupational Therapist	1.0		8
Kearney, Nicole A	9/5/17	SFSS	Social Worker	1.0		8
Kelley, Beth	8/5/05	GFE	Associate Principal 10 mo	1.0		5
Klell, Tracey E	7/26/12	EE	Associate Principal 10 mo	1.0		5
Lamoreaux, Elaine A	10/15/18	ESS	Occupational Therapist	1.0		8
Landis, Gary S	7/25/13	TPK8	Associate Principal 11 mo	1.0		5
Leslie, Cristy B	11/27/23	EE	Social Worker - Title I	1.0		8
Leyva, Krisha A	7/26/12	ES	K-12 Science Coordinator	1.0	Teacher Leader	6
Lippert, Stephanie M	7/26/12	CTEd	Director of Career/Tech. Education	1.0		4
Lyman, Nicholas J	10/28/19	IT	Instructional Technology Systems Manager	1.0		6
Martin, Sarah V	10/17/23	GFE	Nurse	1.0		8
Martin, Steve W	2/29/12	TRAN	Field Operations Mgr.	1.0		6
Massman, Mackenzie A	9/12/22	S&F	Grants Management Coordinator	1.0		6
McCormick, Megan E	7/24/24	ESS	Psychologist	1.0	Doctorate	8
McGee, Christine E	8/4/25	ESS	Occupational Therapist	1.0		8
Meade, Shayse	7/21/25	TFK8	Nurse	1.0		8
Meitner, Eva R	7/28/11	ESS	Psychologist	1.0		8
Mesui, Paige C	7/23/25	ESS	Psychologist	0.60	NCSP	8

Meza, Alisha M	10/14/19	TRAN	Director of Transportation	1.0		4
Montanaro, Meaghann M	11/3/25	MVHS	Associate Principal 11 mo	1.0		5
Montero, Nicole C	8/2/21	PR	Communications & Social Media Coordinator	1.0		6
Narcaroti, Shelah	7/25/08	ES	Alternative & Innovative Learning Coord.	1.0	Teacher Leader	6
Oldham, Christy L	11/18/24	MHS	Academic Advisor - CTE	1.0		8
Ortiz, Rebeca A	1/6/20	ELO	Coord. of Ext.Lrng.Opport.	1.0		6
Ostmeyer, Adam J	7/7/25	Asst. Sup	Safety and Security Coordinator	1.0		6
Ostmeyer, Rachel A	1/5/26	HR	Recruiting Manager	1.0		6
Pacheco, Marie F	3/22/06	IT	Student Information System Manager	1.0		6
Padilla, Manuel	7/21/25	MHS	Associate Principal 11 mo	1.0		5
Pargas, Nicole T	8/10/15	HS	Director of Health Services	1.0	NBCSN	4
Parker, Kimberly A	1/19/01	ES	Curriculum Coordinator	1.0	Teacher Leader	6
Paz, Cristina V	7/27/16	ESS	Psychologist	1.0	NCSP; Bilingual Evaluations	8
Peppitoni, Katelyn M	7/23/25	ESS	Psychologist	1.0	NCSP	8
Pesina, Cristal M	7/6/20	TMS	Associate Principal 11 mo	1.0		5
Piasecki, Angela	8/6/07	FS	FS Area Manager	1.0		6
Pierpont, Sydnee K	7/25/08	DE	Associate Principal 10 mo	1.0		5
Poulin, Heather M	7/21/25	MMS	Nurse	1.0		8
Proffer, Evan R	1/10/22	MHS	Social Worker	1.0		8
Quijada Leal, Omar	8/15/16	TRAN	Field Operations Mgr.	1.0		6
Ramirez, Valerie E	7/23/15	ES	K-8 Math Coordinator	1.0	Teacher Leader	6
Rede, Christa D	7/29/08	HR	Payroll Manager	1.0		6
Reidhead, Scottia R	7/24/23	MVHS	Nurse	1.0		8
Reidy, Kristin L	8/7/02	Asst. Sup	Asst Superintendent	1.0		2
Roll, Charlene E	7/27/22	MHS	Associate Principal 11 mo	1.0		5
Romaker, Jack E	8/2/23	FM	Facilities Project Manager	1.0		6
Romero, Edward M	5/7/07	FM	Director of Facilities Management	1.0		4
Rose, Susan L	9/28/22	FSC	Director of Procurement	1.0		4
Rountree, Jennifer M	2/11/13	TRAN	Trans. Operations Mgr	1.0		6
Ruich, Cynthia	7/1/26	SFSS	Director of Student Services	1.0	Doctorate	4
San Julian, Veronica E	8/5/03	RE	Associate Principal 10 mo	1.0		5
Scafede, Heather	9/13/24	TPK8	Nurse	1.0		8
Schiltz, Maureen	8/6/07	FSC	Benefits Manager	1.0		6

Settles, Sherri A	1/25/18	ELO	Director of Ext.Lrng.Opport.	1.0		4
Shannon, Meredith L	7/25/18	ESS	Occupational Therapist	1.0		8
Simpson, Amanda N	8/4/11	TPK8	Associate Principal 11 mo	1.0		5
Stevens, Deanna L	8/4/25	ESS	Occupational Therapist	1.0		8
Stutzman, Kristin M	8/12/02	DMK8	Associate Principal 11 mo	1.0		5
Suciu, Julie R	7/11/22	TMS	Associate Principal 11 mo	1.0		5
Sugameli, Lindsay E	7/22/20	ESS	Psychologist	1.0	NCSP	8
Sween, Madison P	7/26/23	ESS	Psychologist	1.0	Doctorate	8
Tenney, Christena F	7/22/20	ES	Instruction & Induction Coordinator	1.0	Teacher Leader	6
Thompson, Roberto A	7/7/25	MMS	Associate Principal 11 mo	1.0		5
Tilicki, Philip R	7/6/20	DMK8	Associate Principal 11 mo	1.0		5
Townsend, Cynthia	8/5/02	ESS	Psychologist	1.0		8
Veit, Jennifer A	7/10/23	MMS	Associate Principal 11 mo	1.0		5
Vieta, Sarah E	7/26/23	ESS	Psychologist	1.0		8
Walters, Teresa A	7/24/24	ESS	Psychologist	1.0		8
Welliver, Kendall C	7/25/18	ESS	Psychologist	1.0	NCSP	8
Whaley, Sarah K	7/24/14	ESS	Associate Director	1.0		5
Wilson, Siena I	8/8/22	SFSS	Social Worker	1.0		8
Wing, Jeffrey M	7/1/21	IT	Database Manager	1.0		6
Yorke, Robyn M	7/24/23	IE	Associate Principal 10 mo	1.0		5
Young, Betty L	7/24/19	ESS	Psychologist	1.0		8
*Amount includes override						