



Catalina Foothills Unified School District #16
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BOARD AGENDA ITEM

ITEM NO: 3.7

BOARD MEETING DATE: Monday, November 24, 2025

CONSENT AGENDA ITEM: Approval of Additional Compensation Rates

SUBMITTED BY: Mindy Westover, Associate Superintendent

PRESENTED BY: Mindy Westover, Associate Superintendent

Presented for your approval is the Additional Compensation Rate Table, which outlines compensation rates for districtwide and school-based positions, school and district events, athletics, and special services roles.

The Rate Table has been updated to reflect current positions, operational needs, and funding levels. Positions such as ESSER Academic Support, CIT Professional Learning Facilitation, Chinese English Partner Teacher Mentor, Project-Based Learning Mentor, and Theater Rental Coordinator have been removed, as these programs or services are no longer active.

Updates were also made to the school-based compensation section to support the Band program. Five Band-related positions were added to establish consistent, equitable pay for individuals supporting marching band and related instructional activities.

Athletic compensation has been revised from a flat event rate to an hourly rate. The previous structure did not account for the varying length of events and made it difficult to attract staff. The new hourly model provides flexibility, ensures employees are paid for actual time worked, and improves staffing. A combination game-worker role has also been added to allow one employee to fulfill multiple duties when staffing is limited.

All compensation listed in the Rate Table is paid through a Pay Change Notice (PCN) after work is completed and is not individually submitted for Governing

Board approval. Approval of these rates will allow the district to continue compensating employees consistently and transparently.

RECOMMENDED MOTION: I move that the governing board approve the additional compensation rates, as presented.