

**A RESOLUTION OF THE GOVERNING BOARD  
OF AMPHITHEATER UNIFIED SCHOOL DISTRICT  
NO. 10 OF PIMA COUNTY, ARIZONA,  
RECOGNIZING SUBSTITUTE EMPLOYEE DAY**

**WHEREAS**, school district substitute employees are essential to the education of our children and deserve recognition and respect from the community; and

**WHEREAS**, school district substitute employees provide continuity in classrooms and at sites, support learning environments and help maintain our District's educational agenda when teachers and support staff need to be absent, and

**WHEREAS**, stepping in to replace a teacher or staff member can present new challenges each time a substitute employee accepts an assignment; and

**WHEREAS**, school district substitute employees must be very flexible in order to adapt to different work environments as well as command the respect of the young people and colleagues they may be interacting with on a given day; and

**WHEREAS**, school districts throughout the world rely on substitute employees to maintain stability and serve students and families;

**WHEREAS**, the Amphitheater Public School District greatly values its substitute employees who serve as teachers in classrooms and as support staff at school and District offices; and

**WHEREAS**, the Governing Board sincerely believes that the appreciation of substitute employees should be ongoing and not limited to one day per year, but yet also recognizes the value that highlighting a particular date for recognition focuses public attention on the efforts of substitute employees; and

**NOW, THEREFORE, BE IT RESOLVED** by the Amphitheater Unified School District No. 10 Governing Board that the District hereby set apart Friday, November 21, 2025 as "School District Substitute Employee Day" in the District.

**PASSED AND ADOPTED** by the Governing Board this 28<sup>th</sup> day of October 2025.

**Governing Board Members:**

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**Susan Zibrat**  
President

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**Deanna M. Day, M.Ed.**  
Vice President

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**Vicki Cox Golder**

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**Michael Gemma, Ed.D.**

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**Matthew A. Kopec**