



Catalina Foothills Unified School District #16  
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## **BOARD AGENDA ITEM**

**ITEM NO:** 5.1

**BOARD MEETING DATE:** Tuesday March 17, 2026

**NEW BUSINESS ITEM:** Approval of Professional Salary Schedule for 2026-2027

**SUBMITTED BY:** Mindy Westover, Associate Superintendent

**PRESENTED BY:** Mindy Westover, Associate Superintendent

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Attached is the proposed 2026-2027 Professional Salary Schedule, with increments between steps on the schedule of \$910.00. The proposal also includes an increase to the starting salary to \$54,000.

We are recommending a vertical step movement for all certified employees on the proposed salary schedule and a \$1,000 longevity addendum for each employee who was hired before December 1, 2025, and returns for the 2026-2027 school year. The \$1,000 longevity addendum will be pro-rated based on an employee's FTE. This will result in an increased cost to the Maintenance and Operations budget of \$1,007,573.00.

This vertical step movement and longevity addendum will result in a \$2,910 increase in compensation per certified employee. This is between a 3.22%-5.20% increase when the step movement and the addendum are considered together, for an average compensation increase of 4.06%.

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**RECOMMENDED MOTIONS: I move that the governing board approve the proposed Professional Salary Schedule, as presented.**

**I move that the governing board approve a vertical step movement for all certified employees on the proposed Professional Salary Schedule, along with a \$1,000.00 longevity addendum pro-rated according to their full-time**

**equivalency for returning certified employees hired before December 1, 2025,  
as presented.**