

Final Posting: Monday, March 9, 2026 at 3:05pm

**REGULAR PUBLIC MEETING OF THE AMPHITHEATER GOVERNING BOARD**

**Leadership and Professional Development Center  
701 W Wetmore Road  
Tucson, AZ 85705**

**Tuesday, March 10, 2026**

**5:30 PM**

**(Doors open 30 minutes prior to the start of the meeting)**

**AMPHITHEATER PUBLIC SCHOOLS**

**MISSION**

***To empower all students to become contributing members of society equipped with the skills, knowledge, and values necessary to meet the challenges of a changing world.***

**We Believe**

- ❖ ***All students can learn and achieve.***
- ❖ ***Everyone has unique strengths, talents, and needs.***
- ❖ ***All students and staff should be responsible for and dedicated to educational excellence.***
- ❖ ***Education requires cooperation, honesty, and respect among the students, parents, staff, school, and community.***
- ❖ ***The school community deserves a safe and caring environment.***
- ❖ ***Our actions reflect our values and our dedication to meeting student needs fairly and equitably.***
- ❖ ***Ample resources are essential to accomplish the Mission.***

**We Value**

***achievement, caring, creativity, curiosity, diligence, diversity, fairness, honesty, kindness, respectfulness, responsibility and service to the community.***

**AGENDA\***

*As permitted by the Arizona Open Meeting Laws, Board members may participate in this meeting by telephone, video or internet conference.*

*Persons present at the Board meeting may complete a form requesting to speak to the Board. Individuals who wish to address the Board in-person during Call to the Audience should fill out a public comment card and hand it to the Governing Board Secretary located in the main hallway of the Leadership and Professional Development Center. All comments are limited to 3 minutes to ensure an equitable opportunity to address the Board. In addition, to ensure adequate time is available for other Governing Board business, a maximum time limit for Public Comment will be observed. Those unable to speak within the specified time limits may also submit comments to the Board in writing.*

\* The Governing Board may meet in an executive session concerning any item on this agenda for purpose of consultation with legal counsel, pursuant to A.R.S. § 38-431.03(A)(3). Rules of Order that apply to Governing Board meetings may be suspended by a vote of the majority of the Board. One or more Governing Board members may attend by electronic means.

<sup>1</sup> Persons interested in addressing the Governing Board must complete and submit a form available in the lobby. Procedures for addressing the Board are outlined on the form.

<sup>2</sup> Information items are for discussion only; no action will be taken.

<sup>3</sup> Details are available in the offices of the Associate Superintendents and Chief Financial Officer.

<sup>4</sup> Study session items are for discussion only; no action will be taken.

1. **CALL TO ORDER**

Ms. Vicki Cox Golder, President

2. **EXECUTIVE SESSION\***

1. Motion to Recess Open Meeting and Hold an Executive Session for  
A. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding Student # 30048725

**4**

3. **RECONVENE PUBLIC MEETING**

4. **PLEDGE OF ALLEGIANCE**

Coronado K-8 Students

5. **RECOGNITION OF STUDENT ART**

Coronado K-8 Students

6. **ANNOUNCEMENT OF DATE AND TIME OF THE NEXT SPECIAL GOVERNING BOARD MEETING**

Tuesday, March 24, 2026 at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ, 85705, in the Leadership and Professional Development Center, SE Entrance and Parking.

7. **RECOGNITIONS**

A. Recognition of Canyon del Oro High School Superintendent's Student Advisory Council	5
B. Recognition of Ironwood Ridge High School Boys Soccer 4A State Runner-Up	11
C. Recognition of Arizona Educational Foundation A+ Schools of Excellence	12
D. Presentation of Distinguished Service Awards	16
E. Recognition of National Board Certified Teacher Renewals	17
F. Recognition of School Social Worker Association of Arizona Social Worker of the Year	18
G. Recognition of United Way Literacy Champion Award Winner	19

8. **INFORMATION<sup>2</sup>**

A. Superintendent's Report	20
B. Status of Construction Projects	28
C. Auditor General's School District Spending Analysis—Fiscal Year 2025	40

9. **PUBLIC COMMENT<sup>1</sup>** (30 Minutes Maximum)

10. **CONSENT AGENDA<sup>3</sup>**

A. Approval of Appointment of Non-Administrative Personnel	63
B. Approval of Personnel Changes	66
C. Approval of Leave(s) of Absence	68
D. Approval of Separation(s) and Termination(s)	70
E. Approval of Stipend for Coaching Volunteers	74
F. Approval of Minutes of Previous Meeting(s)	76
G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,051,235.42	80
H. Acceptance of Gifts	81
I. Receipt of October 2025 Report on School Auxiliary and Club Balances	83
J. Award of Contract for Wide Area Network (WAN) Services Based Upon Responses to RFP 20946795-APSFY29	92
K. Award of Contract for the Recycling/Disposal of Surplus Electronic Equipment-Based Upon Responses to Request for Quote (RFQ) 2506001	

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L. Approval to Provide Post-Retirement Employment Opportunities during the 2026-2027 Fiscal Year	94
M. Approval of Regional Cooperative Agreement with the Arizona School for the Deaf and Blind	97
N. Approval of Out of State Travel	117
<b>11. <u>STUDY/ACTION</u></b>	
A. Study of District Facility Rental Programs and Fees	120
<b>12. <u>PUBLIC COMMENT</u><sup>1</sup> (30 Minutes Maximum)</b>	
<b>13. <u>BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS</u></b>	
<b>14. <u>ADJOURNMENT</u></b>	

In addition to display at various locations, copies of each agenda are available 24 hours prior to the meeting at [www.amphi.com](http://www.amphi.com), and at the Wetmore Center, 701 West Wetmore Road, Tucson, AZ 85705. The public and the press are also welcome to examine in the Records Department all non-confidential supporting materials for the agenda. Requests for copies, at cost, of any of these supporting materials will be honored as timely as possible. If you need special accommodations, please call the Superintendent's office: (520) 696-5205.

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**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**     **March 10, 2026**

**TITLE:**           **Executive Session**

- 1. Motion to Recess Open Meeting and Hold an Executive Session for:**
  - A. Consideration and Determination of Appeal of Long-term Suspension Hearing Officer's Decision Pursuant to A.R.S. § 15-843(A), Regarding Student # 30048725**

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**RECOMMENDATION:**

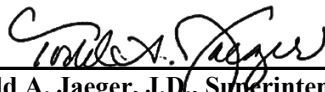
The Administration recommends the Board convene an executive session for the purpose of discussing the matters identified above as permitted by A.R.S. § 15-843(A).

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**INITIATED BY:**

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**Date: March 4, 2026**

  
\_\_\_\_\_  
**Todd A. Jaeger, J.D., Superintendent**



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:** March 10, 2026

**TITLE:** Recognition of Canyon del Oro High School Superintendent's Student Advisory Council

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**BACKGROUND:**

The students in Amphitheater School District are our most important assets. That is no more evident than when they step up to take leadership positions at their schools. The Governing Board would like to recognize the Canyon del Oro High School Superintendent's Student Advisory Council and thank them for their service to their classmates and school.

The Advisory Council meetings provide the students and Superintendent with an opportunity to talk informally about student issues and concerns and provide a platform for the Council members to represent the interests and perspectives of their student peers. Given the school, work, and extra-curricular schedules of our students, their willingness to participate and contribute their time must be commended and recognized. The Board recognizes Canyon del Oro High School's Superintendent's Student Advisory Council Members:

Keelynn Anderson  
Lucio Castellini  
Anthony Jimenez  
Alivia Peru

Ayden Fisher  
Kennedy George  
Kiera Gueths  
Hassan Lopez

Kaycee Collins  
Emerson Cullumber  
Campbell Slemph  
Talan Young

Kaylee Kati  
Jace Thurein  
Lainey Wilderson  
Simon Wright

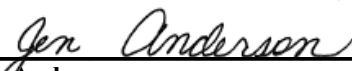
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**RECOMMENDATION:**

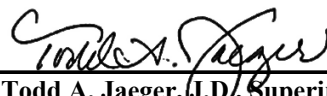
This item is presented for the Board's information and recognition.

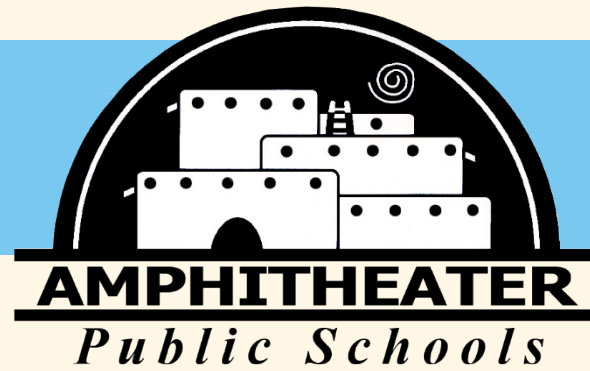
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**INITIATED BY:**

  
Jen Anderson,  
Executive Assistant to the Superintendent & Governing Board

Date: February 24, 2026

  
Todd A. Jaeger, J.D., Superintendent



# Canyon del Oro High School



## Superintendent's Student Advisory Council 2025-2026



# Seniors



Keelynn Anderson



Lucio Castellini



Anthony Jimenez



Alivia Peru



# Juniors



Ayden Fisher



Kennedy George



Kiera Gueths



Hassan Lopez



# Sophomores



Kaycee Collins



Emerson Cullumber



Campbell Slemphoto



Talan Young



# Freshmen



Kaylee Kati



Jace Thurein



Lainey Wilderson



Simon Wright



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:** March 10, 2026

**TITLE:** Recognition of Ironwood Ridge High School Boys Soccer 4A State Runner-Up

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**BACKGROUND:**

The Ironwood Ridge High School boys' soccer team competed in the 4A State Championship Game at Mesa High School on February 27<sup>th</sup>. The team finished as State Runner-up.

**FRESHMEN**

Liam Gonzalez  
Riley Rouintree

**SOPHOMORES**

Morgan Ahlskog  
Carson Castiglia  
Carrick Montigel

**JUNIORS**

Carlos Armenta  
Jackson Baker  
Noah Contreras CAPT.  
Eric Gillaspy  
Landen Kappes  
Austin Metzger  
Tristen Ochs  
Calvin Schall  
Carsen Weir

**SENIORS**

JJ Aceves  
Mason Davis  
Aiden Gonzalez  
Abraham Perez  
Braden Risner  
Brevan Risner  
Colby Rouintree CAPT.

**Head Coach:** Erik Wolf

**Asst. Coach:** Pete Farnall

**Asst. Coach:** Michael Dunlap

**Asst. Coach:** Kathryn Sawyer

**Asst. Coach:** Ethan Krabbendam

**Asst. Coach:** Jeffrey Hightower

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**RECOMMENDATION:**

This item is for the Governing Board's information and recognition.

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**INITIATED BY:**

Armando Soto, Director of Interscholastic

Date: March 4, 2026

  
Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:**     **March 10, 2026**

**TITLE: Recognition of the Arizona Educational Foundation A+ Schools of Excellence**

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**BACKGROUND:**

Since 1983, the A+ School of Excellence program through the Arizona Educational Foundation (AEF) has served to identify and recognize educational excellence in public schools throughout the state.

Schools that earn the A+ School of Excellence Award stand out for their dedication to providing exceptional education to the students of Arizona, implementing practices that go far beyond the standard. The A+ award transcends test scores and letter grades, examining every facet of school success.

A+ School of Excellence Award-winning schools consistently demonstrate:

- Commitment to quality and opportunity for all students
- High standards for academic achievement
- Responsiveness to the evolving educational landscape
- Safe, learner-focused environments
- Support for innovative, teacher-led instruction
- Holistic care for students’ social, academic, and intellectual needs
- Outstanding service to children, families and their community

After a rigorous application process, school visit, and interviews with staff, students, and parents, **Copper Creek Elementary, Harelson Elementary, and Keeling Elementary** have been awarded the A+ School of Excellence distinction by the AEF.


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**RECOMMENDATION:**

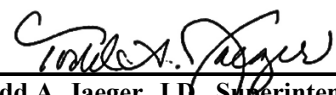
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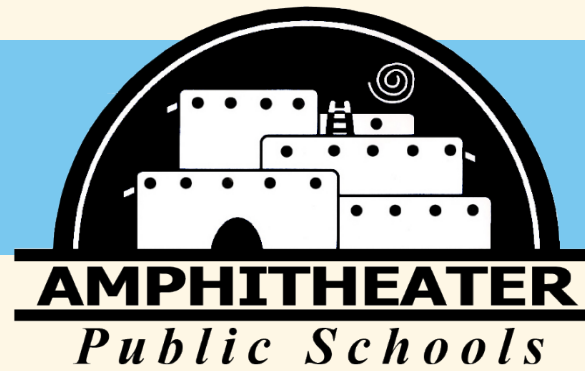
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**INITIATED BY:**

  
\_\_\_\_\_  
**Jen Anderson,**  
Executive Assistant to the Superintendent & Governing Board

**Date: February 25, 2026**

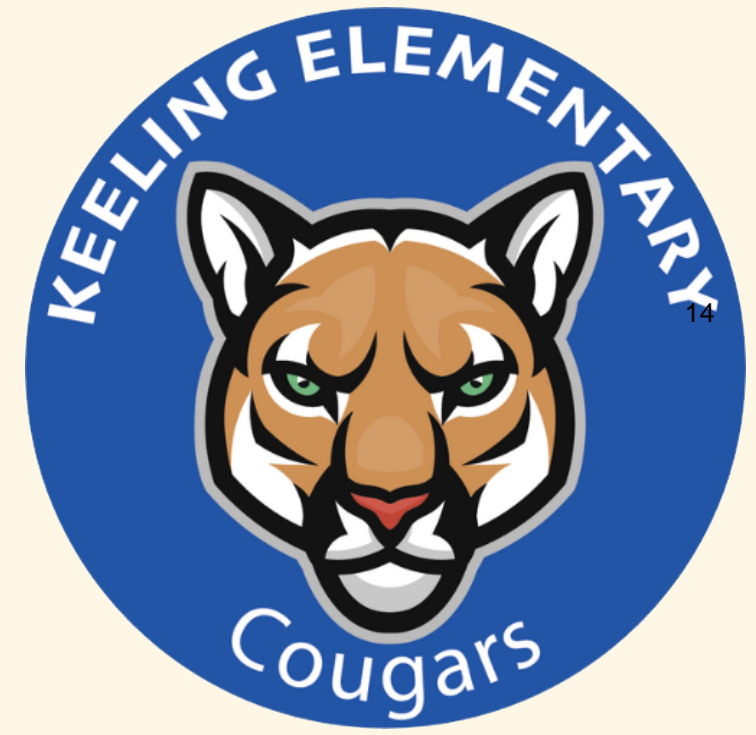
  
\_\_\_\_\_  
**Todd A. Jaeger, J.D., Superintendent**



# Recognition of A+ Schools of Excellence

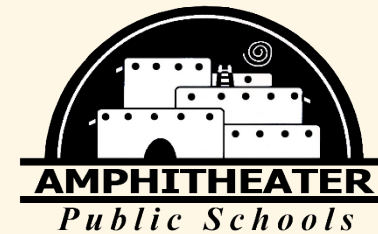
13







# Thank you



Thank you to the staff teams who worked directly on the application:

## Copper Creek Elementary

Stephanie Hillig-Principal  
Maria Brandeur  
Gabbie Costelow  
Kirsten DiMatteo  
Bethani Gregg  
Amyra Hollis  
Emily LoVerde  
Joy Ochoa  
Sandy Walden

## Harelson Elementary

Stephanie Hayes-Principal  
Karen Cross  
Ashley Dallman  
Susie Herman  
Crissi Petersen  
Angela Sieminski  
Shauna Thomas  
Lindsay Wong

## Keeling Elementary School

Annette Orelup-Principal  
Joyce Daigle  
Kim McDole

A special thank you to the students, parents, and community members that assisted in the application process, participated as part of the panel, and in the site visits.



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:** March 10, 2026

**TITLE:** Presentation of Distinguished Service Awards

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**BACKGROUND:**

The Distinguished Service Award was established to recognize employees' initiative, collaboration, loyalty, and contribution to the Amphitheater Public School District. Employees are recognized on a monthly basis during the school year. All Amphitheater employees are eligible to be nominated by their colleagues for this recognition.

We would like to recognize the following individuals for the month of March:

- Mary Quijada, Special Education Teaching Assistant, Copper Creek Elementary School
- Melani Byrnes, Physical Therapist, Rillito Center and Copper Creek Elementary

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**RECOMMENDATION:**

This is presented for the Board's information and recognition.

---

**INITIATED BY:**

*Jen Anderson*

Jen Anderson,  
Executive Assistant to the Superintendent and Governing Board

Date: February 24, 2026

*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**    **Recognition of National Board Certified Teacher Recipients and Renewals**

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**BACKGROUND:**

National Board Certified Teachers (NBCT) are nationally recognized as being among the best teachers in the profession. This year, Amphitheater Public Schools is proud to recognize three outstanding teachers who have renewed their certifications.

**Renewed Certifications**

Jill Menaugh, Ironwood Ridge High School  
Shawn Smith, Amphitheater High School  
Danielle Swartz, Innovation Academy

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**RECOMMENDATION:**

This is presented for the Board's information and recognition.

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**INITIATED BY:**

*Gen Anderson*

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Gen Anderson,  
Executive Assistant to the Superintendent & Governing Board

Date: February 24, 2026

*Todd A. Jaeger*

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Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING: March 10, 2026**

**TITLE: Recognition of the 2026 School Social Work Association of Arizona Social Worker of the Year**

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**BACKGROUND:**

The School Social Work Association of Arizona (SSWAAZ) is Arizona’s Professional Association for School Social Workers. Founded in 1991, the organization was formed to foster communication and cooperation among school social workers throughout the State. SSWAAZ works to promote the profession of school social work in Arizona through professional development, collaboration and advocacy. The Association aims to engage all educational stakeholders in carrying out its mission, with the ultimate objective of improving outcomes for all Arizona students.

The SSWAAZ has named Prince Elementary Social Worker, **Yemen Bernal**, as their Social Worker of the Year. Yemen was recognized at the organization’s annual conference on February 19, 2026.


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**RECOMMENDATION:**

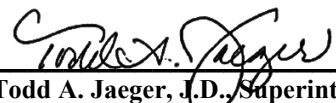
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**INITIATED BY:**

  
\_\_\_\_\_  
Jen Anderson,  
Executive Assistant to the Superintendent & Governing Board

Date: February 25, 2026

  
\_\_\_\_\_  
Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:** March 10, 2026

**TITLE:** Recognition of the 2026 United Way Literacy Champion Award Winner

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**BACKGROUND:**

Each year the United Way presents two early childhood educators teaching in preschool through third grade with their Literacy Champion Award. The United Way defines a Literacy Champion as a local classroom educator who has gone above and beyond to improve literacy in our community.

This year, the Amphitheater School District is proud to have one of the two award winners. **Lindsey Gilchrist** second grade teacher from Prince Elementary School is a 2026 United Way Literacy Champion. She was recognized at the United Way Business Breakfast on February 19, 2026.

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**RECOMMENDATION:**

This is presented for the Board's information and recognition.

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**INITIATED BY:**

*Jen Anderson*

Jen Anderson,  
Executive Assistant to the Superintendent & Governing Board

Date: February 24, 2026

*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:** March 10, 2026

**TITLE:** Superintendent's Report

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**BACKGROUND:**

The Superintendent will provide a brief review of recent and future activities in the District and community.

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**RECOMMENDATION:**

This item is presented for the Board's information.

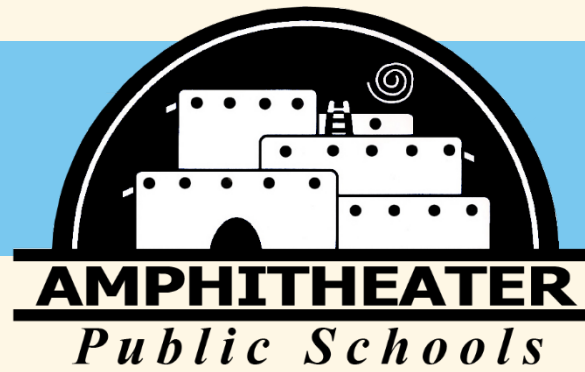
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**INITIATED BY:**

**Date:** February 25, 2026

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Todd A. Jaeger, J.D., Superintendent



March 10, 2026

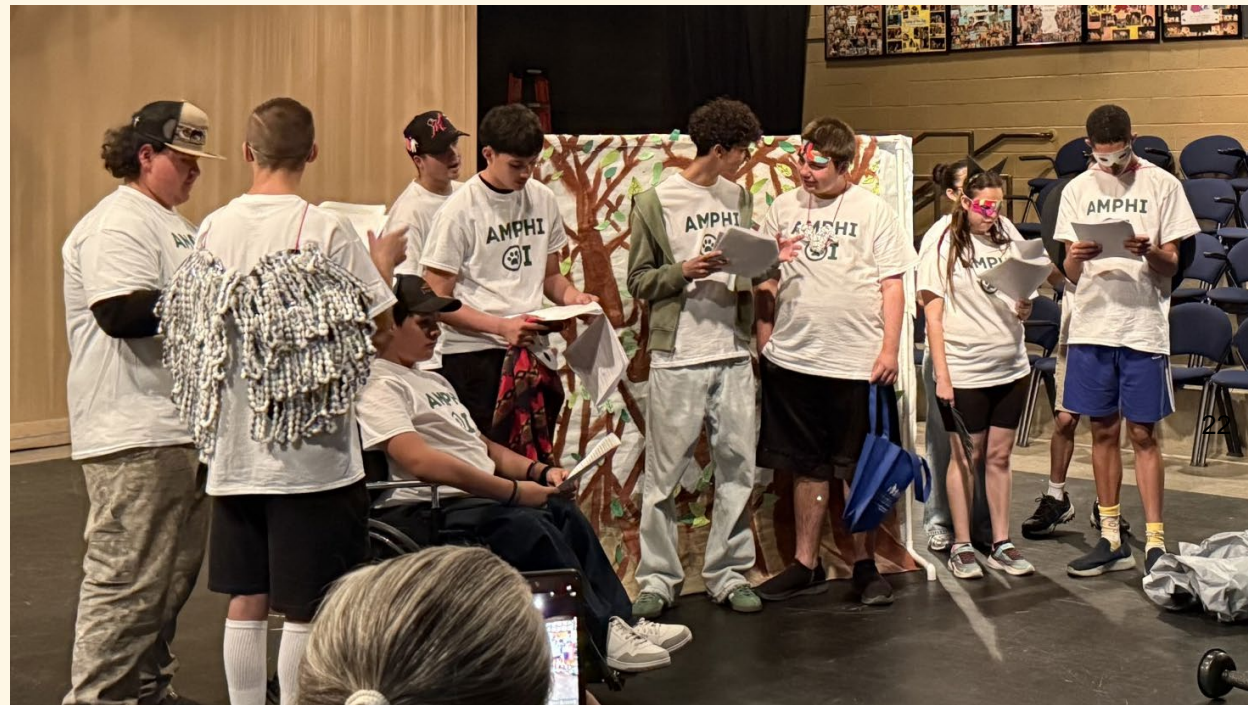
21

# Superintendent's Report





# Odyssey of the Mind Regionals



Students from schools across the District participated in the Odyssey of the Mind Regional Tournament on Saturday, showing their creativity, collaboration, critical thinking and problem-solving skills at the competition. Special thanks to our teams, their coaches and CDO for hosting the event.



# SARSEF Awards



Congratulations to all of our students who participated in the SARSEF fair this year. More than 900 of our students submitted research projects as individuals or as part of teams, and more than 100 of the submissions earned recognition at the awards ceremony held on Saturday.



# Diamonds in the Desert Car Show



Diamonds in the Desert, Canyon Del Oro's annual Auto Show, was a great success. Saturday's show included more than 150 cars, trucks and motorcycles. Thank you to Jeremy Tarbet and Beth Lake for assisting CDO students with the show, and to all of the community leaders, sponsors, partners and attendees who supported this incredible event.

# Elementary Track Meet



25

The District's annual Elementary School Track Meet took place on Friday, with students participating in events including running, jumping and throwing. It was a beautiful day, and all of our student-athletes made us proud.






# Welcome Events




Our consolidating schools are coming together to ensure students and families feel safe and welcome at their new schools. At left, Mesa Verde and Donaldson recently enjoyed a Meet Me on the Playground event. At center, Rio Vista welcomed families from Holaway for an ice cream social. At top right, Harelson Elementary hosted a welcome event for students joining the Bobcat family next year, and at bottom left, families, teachers and staff from Nash, Keeling and Walker gathered to get to know each other. These are just a few examples of how consolidating sites are working to become one community.



# Coming Soon: Amphi Art Show



*Amphitheater Public Schools Presents*



## Student Art Show

April 8 to April 22 | Tucson Mall

Stroll through Tucson Mall to view artwork created by Amphitheater students in kindergarten through high school.

Amphitheater Public Schools' annual Student Art Show will be on display at Tucson Mall from April 8 to April 22, featuring artwork created by students at all grade levels.

The exhibit highlights the creativity and artistic talent of students from across the District and provides the community with an opportunity to experience their work in a public setting.



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:** March 10, 2026

**TITLE:** Status of Construction Projects

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**BACKGROUND:**

Administration will present the Governing Board with current information on the status of construction projects funded with State of Arizona School Facilities Division and Bond Funding.

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**RECOMMENDATION:**

For information and discussion only.

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**INITIATED BY:**

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Richard C. La Nasa, Executive Manager, Operational Support

Date: March 2, 2026

Todd A. Jaeger, J.D., Superintendent

**Status of Construction Projects**  
**3.10.26 Governing Board Meeting**

President Cox Golder, Vice President Kopec, Board Members and Superintendent Jaeger, it is my pleasure to provide you with an update of the projects currently under construction with School Facility Division Building Renewal Grant (BRG), Adjacent Ways, and Bond funding.

**AHS:**

**Bond Projects**

**PAC House Lighting Modernization – Construction Procurement**

Track Replacement – Summer '26 Project \$737,485

**BRG Projects**

**Campus Roof Replacements**

PH I, East Campus – Construction \$4,446,750

PH II, West Campus – Construction \$3,250,796

- Phase Grant Funding Requested  
Fall '26 Funding Allocation?

South Gym HVAC Conversion Construction \$1,744,833

- January – June '26 Construction

Main Gym Bleacher Replacement \$470,344

- Phase Grant Funding Requested

Central Plant # 1 Boiler Replacement \$55,820

– Grant Application Submitted

**CDO:**

**Bond Projects**

**Fine Arts House Lighting Modernization**

– Construction Procurement

G Building Electrical Panel Replacement – Spring Break \$7,007

Training Room Ceiling Grid/Lighting Replacement - Spring Break	\$34,958
Auto Shop Classroom Evap. to HVAC Conversion - Complete	\$68,879
H Building Storefront Entrance Replacement – Complete	\$21,818
<b><u>BRG Projects</u></b>	
Campus Weatherization Design	
- PH I, W Campus – Phase Grant Funding Requested	\$46,040
- PH II, E Campus – Phase Grant Funding Requested	\$46,900
Fire Alarm Replacement- 20 % Complete	\$1,996,169
Fire Alarm Monitoring Cellular Conversion - Included in Fire Alarm Replacement Project	\$2,073
Domestic Water Main Line Replacement Assessment - Grant Request Submitted	\$7,105
Central Plant T & M Equipment Replacement - Phase Grant Funding Requested	\$1,831,898
Central Plant T & M Switch Gear Replacement - Phase Grant Funding Requested	\$176,556
Fine Arts Boiler Replacement – Grant Application Submitted	\$443,671

**IRHS:**

**Bond Projects**

Fine Arts House Lighting Modernization  
– Construction Procurement

**BRG Projects**

300 Building Roof Repair – Assessment \$5,605  
- Phase Grant Funding Requested

**AMS:**

**BRG Projects**

Library Roof Replacement Design \$20,100  
– Phase Grant Funding Requested

**Cross:**

**BRG Projects**

Campus Weatherization Design \$41,900  
- Phase Grant Funding Requested

**Harelson:**

**BRG Projects**

Campus Roof Design \$52,520  
- Phase Grant Funding Requested

**Keeling:**

**Bond Projects**

MPR VCT Floor Replacement – Summer '26 Project \$52,757

**BRG Projects**

Campus Wide HVAC Replacement  
- Assessment Application Submitted

**La Cima:**

**Bond Projects**

Admin Building Roof Repair – PO Issued \$22,606

**BRG Projects**

Campus Weatherization –45 % Complete \$264,554

Campus Roof Replacement Construction

- South Phase - Phase Grant Funding Requested \$601,138

o Fall '26 Funding Allocation?

- MPR Phase – 40 % Complete \$1,653,475

MPR Floor Cracking Assessment \$20,780

– Phase Grant Funding Requested

400 Wing Fire Rated Door Replacement – PO Issued \$11,074

**Mesa Verde**

**BRG Projects**

Campus Weatherization Assessment \$9,695

- Phase Grant Funding Requested

**Nash:**

**BRG Projects**

Campus Roof Design \$67,240

- Phase Grant Funding Requested

**Painted Sky:**

**Bond Projects**

Multiple Classroom Carpet Replacement – Summer '26 \$85,304

**BRG Projects**

Boiler # 2 Replacement – PO Issued \$695,000

- Summer '26 Project

Campus Weatherization Assessment – Complete \$9,405  
- Design Phase Grant Funding Requested

Campus Roof Replacement Assessment - Complete \$8,465  
- Design Phase Grant Funding Requested

**Prince:**

**BRG Projects**

Campus Roof Replacement Design \$47,760  
- Phase Grant Funding Requested

Campus Weatherization Design \$46,100  
- Phase Grant Funding Requested

**Rio Vista**

**Bond Projects**

Parking Lot Reconfiguration – Summer '26  
Bonds \$254,967  
Adjacent Ways – Validation Request Submitted \$176,688

**BRG Projects**

Roof Counter Flashing Repairs – PO Issued \$3,350

**Walker**

**BRG Projects**

Roof Replacement Assessment \$8,265  
– Phase Grant Funding Requested

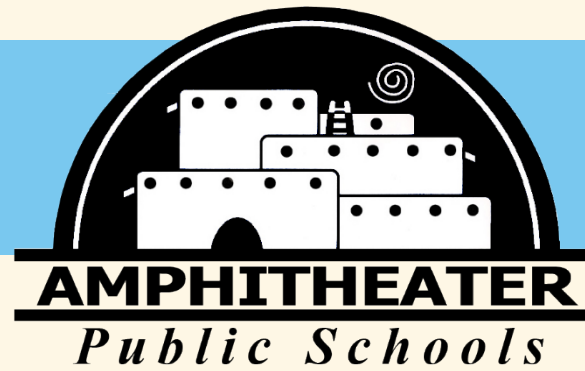
**Wilson:**

**BRG Projects**

MPR Buildings Roof Replacement – 35 % Complete      \$1,949,989

Campus Weatherization Design      \$47,760

- Phase Grant Funding Requested



March 10, 2026

35

# Status of Construction Projects

## Highlights

### BRG & Bond Funding





- Amphitheater High School Small Gym HVAC Conversion – BRG Funds





- Amphitheater High School Small Gym HVAC Conversion – BRG Funds





- Canyon del Oro High School Auto Shop Classroom HVAC Conversion – Bond Funds





## February 2026 SFD BRG Phase Grant Funding Awards

La Cima Fire Door Replacement \$ 11,075

February 2026 Funding \$ 11,075

SY '25 – '26 New Grant Funding \$7,385,141  
(3.7% of \$200M Budget Allocation)

SY '25 – '26 Grant Project Funding Requests Pending Award \$ 12.6M



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Auditor General’s School District Spending Analysis—Fiscal Year 2025**

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**BACKGROUND:**

Information on the Auditor General’s “School district spending analysis—Fiscal Year 2025” report will be presented.

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**RECOMMENDATION:**

This item is for the Governing Board’s information and review.

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**INITIATED BY:**

*Scott Little*

Scott Little, Chief Financial Officer

Date: March 3, 2025

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*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent

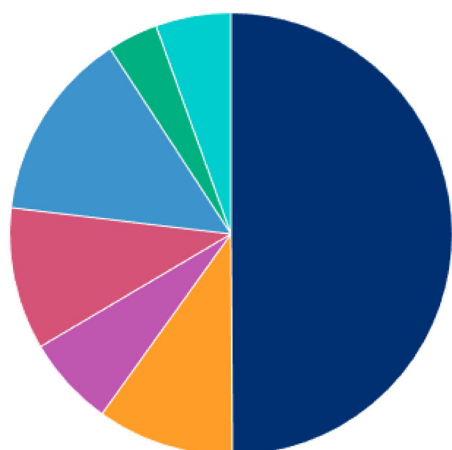
# School district spending analysis—Fiscal year 2025

## Amphitheater Unified School District

### District demographic information

County:	Pima
<a href="#">Operational peer group</a> <sup>i</sup>	Operational 2
Other peer groups:	Transportation 4 and Achievement 2
Legislative district(s):	17, 18, and 20
Location:	Suburb
Number of schools:	21
Students attending; Size:	10,823; Large
5-year change in students attending:	15% decrease
Special education population:	19%
English learner population:	7%
Poverty rate (2024):	14%
Graduation rate (2024):	85%

### District's spending by operational area



- Classroom spending, 66.5%**
  - Instruction, 49.9%
  - Student support, 10.0%
  - Instruction support, 6.6%
- Nonclassroom spending, 33.5%**
  - Administration, 10.4%
  - Plant operations, 13.9%
  - Food service, 3.7%
  - Transportation, 5.5%

For definitions of what is included in operational spending and each of the operational areas, see the "Spending areas" section on the [Glossary page](#).

Every year, school districts must decide where to allocate their resources. This pie chart shows how Amphitheater Unified School District spent its funding by operational area, including the percentage it spent in the classroom and specifically on instruction.

We categorize districts with certain similar qualities into [operational peer groups](#) <sup>i</sup> to help create meaningful comparisons across districts. Amphitheater Unified School District's peer group had an average instructional spending percentage of 51.6%. This number can help provide context for Amphitheater Unified School District's own instructional spending percentage.

## Instructional spending percentage overview (FYs 2001-2025)

We have monitored instructional spending since FY 2001. Shown below are instructional spending percentages for Amphitheater Unified School District that show the most recent year-to-year change and the District's historical high and low percentages. Reviewing these notable instructional spending percentages can provide insight into the District's short-term (year-to-year comparison) and long-term (highest and lowest comparison) allocation of monies to instruction. Depending on how much a district spends in total, even small changes in a district's percentage spent on instruction can equate to large changes in the actual dollars the district spent.

**Prior fiscal year**  
FY 2024  
**49.2%**

**Current fiscal year**  
FY 2025  
**49.9%**

**Highest fiscal year**  
FY 2009  
**58.5%**

**Lowest fiscal year**  
FY 2024  
**49.2%**

## Why monitor school district spending?

Most school district funding is closely tied to the number of students enrolled, and districts can choose how to spend most funding, so every decision a school district makes to spend on 1 operational area directly impacts its ability to spend on another. For example, if a district has higher spending in plant operations, it will have fewer dollars to spend on instruction.

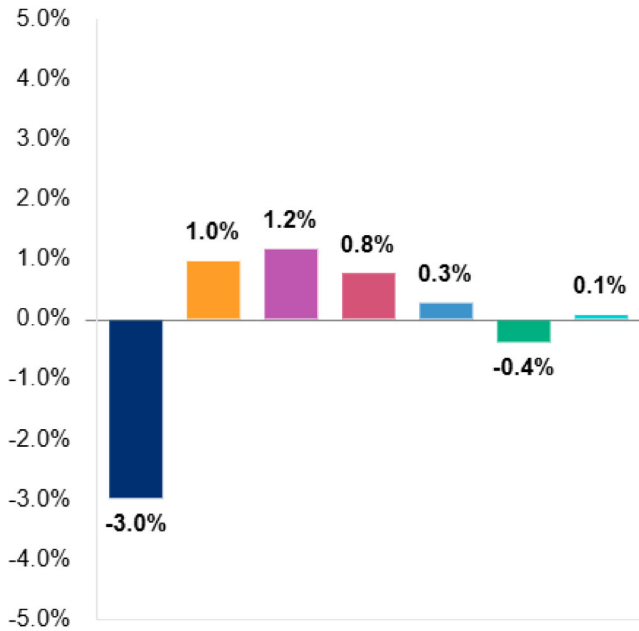
The bar chart below, "Percentage point change in spending by area," illustrates how Amphitheater Unified School District's spending by area has changed from the prior fiscal year and 5 fiscal years ago.

To put the spending percentages in context, it also can be helpful to review a district's per student spending in dollars. For example, 2 districts may spend the same percentage of their resources on instruction, but on a per student basis, 1 district may spend hundreds or even thousands of dollars more than the other.

# Percentage point change in spending by area

Compare District FY 2025 spending to:

District's FY 2020 spending (5-year comparison) ▼



**Change in classroom spending, -0.8%**

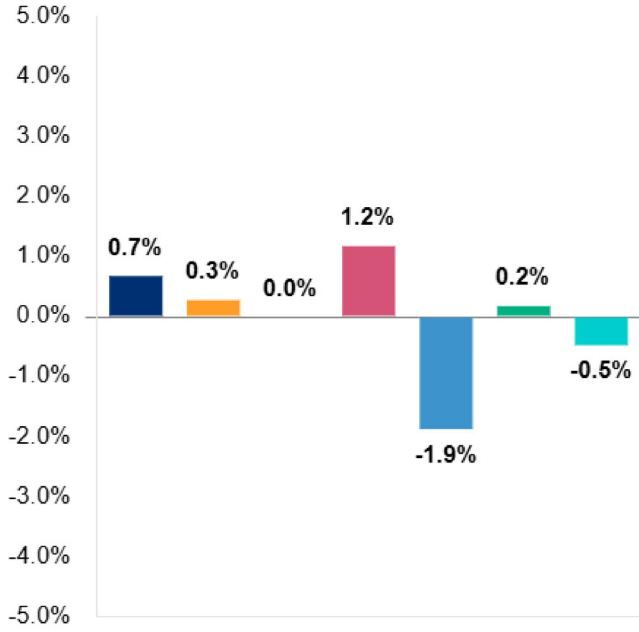
- Instruction, -3.0%
- Student support, 1.0%
- Instruction support, 1.2%

**Change in nonclassroom spending, 0.8%**

- Administration, 0.8%
- Plant operations, 0.3%
- Food service, -0.4%
- Transportation, 0.1%

Compare District FY 2025 spending to:

District's FY 2024 spending (1-year comparison) ▼



**Change in classroom spending, 1.0%**

- Instruction, 0.7%
- Student support, 0.3%
- Instruction support, 0.0%

**Change in nonclassroom spending, -1.0%**

- Administration, 1.2%
- Plant operations, -1.9%
- Food service, 0.2%
- Transportation, -0.5%

## Per student spending by area

Compare District's FY 2025 spending to:

District's FY 2024 spending (1-year comparison) ▼

Area	District FY 2024	District FY 2025	1 - year change
<b>Classroom spending</b>			
Instruction	\$6,451	\$6,828	+\$377
Student support	\$1,267	\$1,363	+\$96
Instruction support	\$863	\$902	+\$39
<b>Nonclassroom spending</b>			
Administration	\$1,208	\$1,418	+\$210
Plant operations	\$2,076	\$1,903	-\$173
Food service	\$465	\$503	+\$38
Transportation	\$790	\$760	-\$30
<b>Total operational</b>	<b>\$13,120</b>	<b>\$13,677</b>	<b>+\$557</b>
Land and buildings	\$1,289	\$1,187	-\$102
Equipment	\$1,126	\$877	-\$249
Interest	\$247	\$228	-\$19
Other	\$235	\$173	-\$62
<b>Total nonoperational</b>	<b>\$2,897</b>	<b>\$2,465</b>	<b>-\$432</b>
<b>Total per student spending</b>	<b>\$16,017</b>	<b>\$16,142</b>	<b>+\$125</b>

Compare District's FY 2025 spending to:

Peer districts' FY 2025 average spending ▼

Area	Peer average FY 2025	District FY 2025	Difference
<b>Classroom spending</b>			
Instruction	\$6,054	\$6,828	+\$774
Student support	\$1,110	\$1,363	+\$253
Instruction support	\$765	\$902	+\$137
<b>Nonclassroom spending</b>			
Administration	\$1,240	\$1,418	+\$178
Plant operations	\$1,493	\$1,903	+\$410
Food service	\$458	\$503	+\$45
Transportation	\$627	\$760	+\$133
<b>Total operational</b>	<b>\$11,747</b>	<b>\$13,677</b>	<b>+\$1,930</b>
Land and buildings	\$3,927	\$1,187	-\$2,740
Equipment	\$868	\$877	+\$9
Interest	\$504	\$228	-\$276
Other	\$246	\$173	-\$73
<b>Total nonoperational</b>	<b>\$5,545</b>	<b>\$2,465</b>	<b>-\$3,080</b>
<b>Total per student spending</b>	<b>\$17,292</b>	<b>\$16,142</b>	<b>-\$1,150</b>

Compare District's FY 2025 spending to:

State-wide FY 2025 average spending ▼

Area	State - wide FY 2025	District FY 2025	Difference
<b>Classroom spending</b>			
Instruction	\$6,541	\$6,828	+\$287
Student support	\$1,243	\$1,363	+\$120
Instruction support	\$751	\$902	+\$151
<b>Nonclassroom spending</b>			
Administration	\$1,309	\$1,418	+\$109
Plant operations	\$1,535	\$1,903	+\$368
Food service	\$590	\$503	-\$87
Transportation	\$584	\$760	+\$176
<b>Total operational</b>	<b>\$12,553</b>	<b>\$13,677</b>	<b>+\$1,124</b>
Land and buildings	\$1,929	\$1,187	-\$742
Equipment	\$804	\$877	+\$73
Interest	\$421	\$228	-\$193
Other	\$275	\$173	-\$102
<b>Total nonoperational</b>	<b>\$3,429</b>	<b>\$2,465</b>	<b>-\$964</b>
<b>Total per student spending</b>	<b>\$15,982</b>	<b>\$16,142</b>	<b>+\$160</b>

## Operational efficiency measures

Performance measures, such as those shown below, can be used in addition to the instructional spending percentage to assess a district's operational efficiency. We have classified the District's spending relative to its peer districts' average as very low, low, comparable, high, very high, or N/A (not available or applicable). High or very high spending when compared to peer averages may signify an opportunity for improved efficiency in that area. A district's data may not be available or applicable if they did not operate a program in that operational area. For example, not all districts operate food service or transportation programs.

For more information on how we calculate these measures, see the "Operational efficiency measure calculations" section on the [Glossary page](#).

Operational area	Measure	State average	Peer average <span style="color: blue;">i</span>	District	District spending relative to the peer average
Administration	Spending per student	\$1,309	\$1,240	\$1,418	High
	Students per administrative position	59	59	37	N/A
Plant operations	Spending per square foot	\$8.83	\$9.61	\$7.86	Very Low
	Square footage per student	174 ft <sup>2</sup>	151 ft <sup>2</sup>	242 ft <sup>2</sup>	N/A
Food service	Spending per meal	\$4.32	\$4.19	\$3.63	Low
	Meals per student	139	104	139	N/A

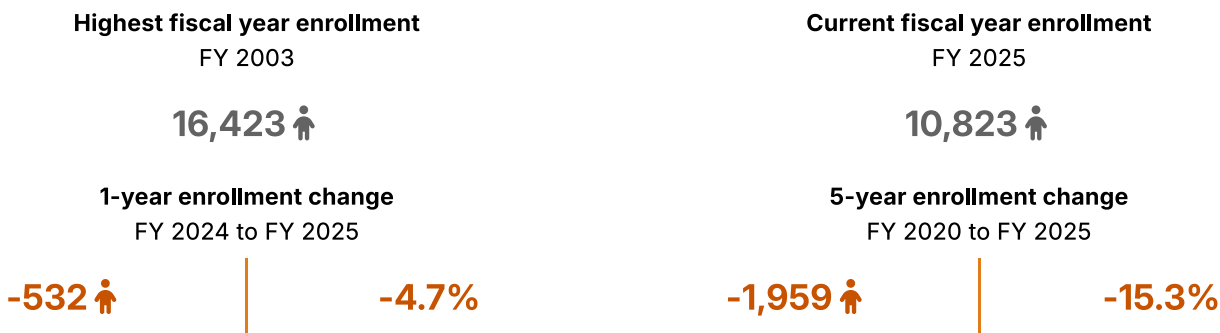
Transportation performance measures are compared using different peer groups because we have found there are other factors, such as the number of miles a district averages for each rider, that impact transportation spending. For more information on how we create transportation peer groups see the "District peer groups" section on the [Glossary page](#).

Operational area	Measure	State average	Peer average <sup>i</sup>	District	District spending relative to the peer average
Transportation	Spending per mile	\$6.47	\$6.46	\$6.71	Comparable
	Spending per rider	\$2,343	\$2,393	\$3,191	Very High

## Why monitor student enrollment?

Monitoring trends in the State's student population and enrollment can help provide a school district with crucial information needed to plan for current and future operations. A district's funding is closely tied to the number of students enrolled in its schools. Reductions in enrollment lead to corresponding reductions in district funding (see the "Student enrollment" section of the [Glossary page](#) for more information). In FY 2025, most districts experienced declining student enrollment, resulting in reductions to State aid. Additionally, as we reported in our January 2026 [School district financial risk analysis](#), declining enrollment numbers and resulting reductions to funding have been substantial enough at one-third of school districts State-wide to increase their financial risk of not being able to operate within its available budget constraints and cash resources. State-wide population trends suggest that enrollment at most districts will continue to decline, and districts should plan for operating schools with fewer students and reduced funding.

## Enrollment overview (FYs 2001-2025)



## Why monitor average teacher salary?

Teacher salaries are one of a school district's most substantial costs and have been a topic of high interest in recent years in Arizona. The breakdown below shows Amphitheater Unified School District's average teacher salary and amount from Classroom Site Fund (CSF) monies as well as the average base salary for teachers, depending on their years of experience. The average teacher salary includes compensation teachers receive as base salary as well as additional pay teachers may receive unrelated to additional duties, such as performance pay or stipends. Neither the average teacher salary nor the average base salary includes payments for additional nonteaching duties that a teacher may perform for additional pay, such as tutoring, cocurricular activities, or athletics. A district's average base salary may not be available if the district did not have teachers during the fiscal year for 1 of the categories of years of experience. For some districts, the data did not meet our criteria for reporting, which is indicated by not reliable (NR).

The teacher salary information helps provide an understanding of teacher experience levels at a school district and how teachers are compensated. For example, if a district has a large difference between the average base salary for teachers in their first 3 years and the average base salary of teachers in their 4th year or later, it indicates that the district's salary schedule provides additional base compensation to teachers as they gain additional teaching experience. If the district's overall average teacher salary is substantially higher than the base salary amounts, it indicates that the district pays teachers more in performance pay and one-time payments than a district whose overall average teacher salary is similar to its base salary amounts. Further, not all districts recognize a teacher's classroom experience outside of their school district when determining a teacher's pay. The graphic below indicates whether the district reported recognizing classroom experience outside of the district. It also shows whether the district reported compensating teachers for classroom experience through placement on the district's salary schedule, meaning the teacher's experience resulted in a higher base pay, and/or by making additional payments to teachers in addition to their base pay, such as a stipend.

Additionally, it is important to consider the proportion of experienced teachers in a district's [teacher population](#), which can impact a district's average teacher salary. For example, a district's total average teacher salary may have decreased since the prior year if its most experienced teachers have left district employment and the district has hired less experienced teachers to replace them. Smaller districts generally have more variation in average teacher salary and other teacher measures due to their smaller teacher population since replacing an experienced teacher with a less experienced teacher can have a more substantial year-to-year impact on reported amounts.

# Average teacher salary and other teacher measures (FY 2025)

District's average teacher salary

**\$54,955**

Amount from CSF: \$11,025<sup>i</sup>

Average teacher salary is

**-\$10,658**

compared to the State average

District reported that it paid any of its teachers for prior classroom experience outside the District. **Yes**

If yes, the district reported these payments as:

Included in base salary by being accounted for with salary schedule placement: **Yes**

In addition to, but separate from, base salary: **Yes**

Average years of teacher experience

**12.8 years**

Percentage of teachers in their first 3 years

**16%**

Average base salary of teachers in their first 3 years<sup>i</sup>

**\$44,195**

Percentage of teachers in their 4th year or later

**84%**

Average base salary of teachers in their 4th year or later<sup>i</sup>

**\$49,112**

Students per teacher<sup>i</sup>

**14.2**

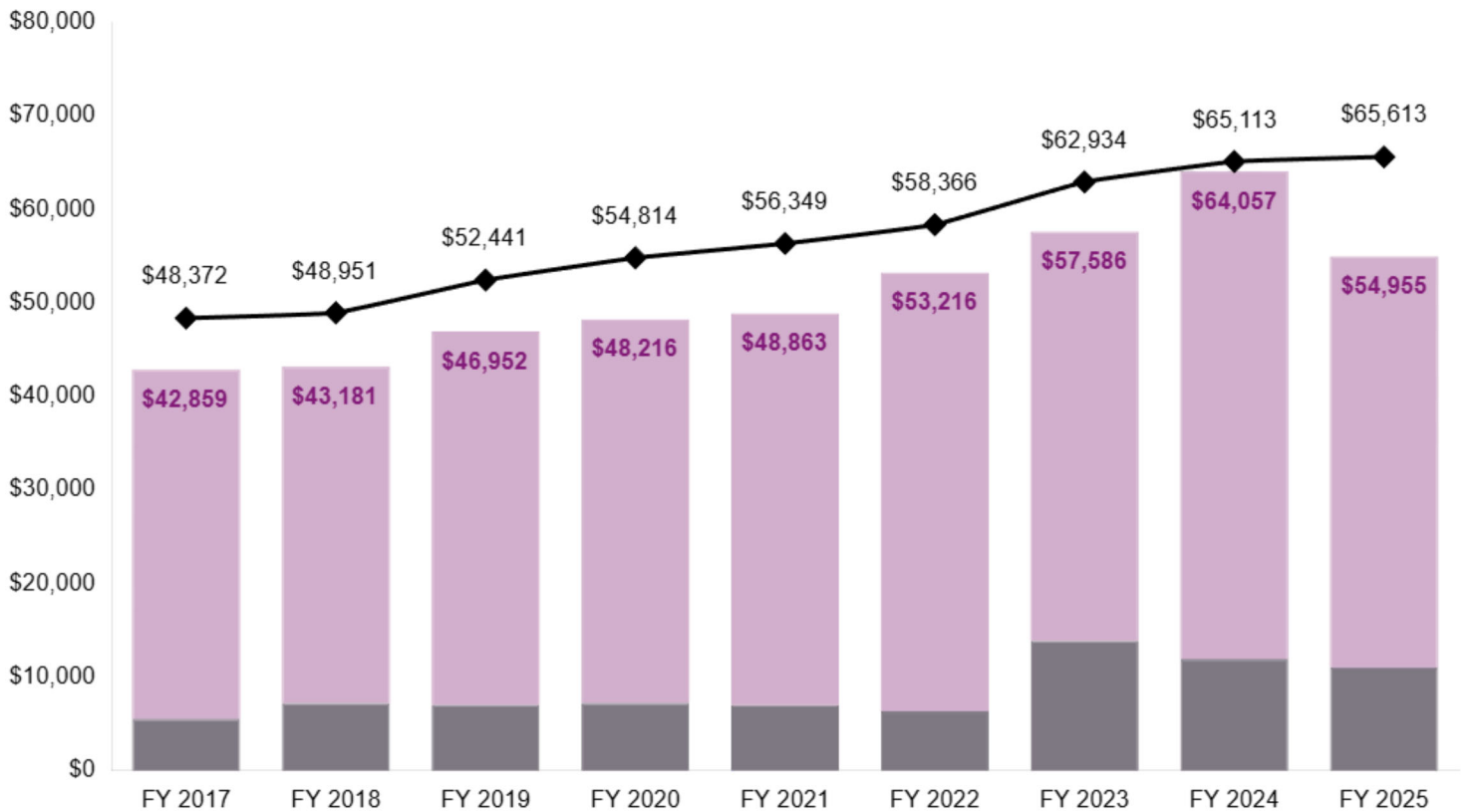
Students per teacher is total students attending divided by total certified teachers. Total certified teachers includes special-area teachers such as art, music, and physical education teachers.

### Districts received additional State monies intended to increase average teacher salary

In FYs 2018 through 2021, the State provided additional monies to districts to increase teacher salaries by 20 percent from the FY 2017 base year. The bar chart below shows how Amphitheater Unified School District's average teacher salary changed during this time frame and immediately after the annual State increases from FYs 2018 through 2021 ended, as well as how it compared to the State-wide average. Additionally, the chart shows the portion of the District's average teacher salary paid with CSF monies.

We have also included a table that displays other student- and teacher-related measures that may provide additional context regarding changes to Amphitheater Unified School District's average teacher salary during this timeframe. For instance, changes in a district's teacher population can impact the district's average teacher salary.

### District average teacher salary compared to State average (FYs 2017-2025)



◆ State average teacher salary

**District average teacher salary**

- Amount from other funds
- Amount from CSF monies

## District average teacher salary and other teacher measures since FY 2017

Fiscal year	District average teacher salary	Average base salary of teachers in their first 3 years	Average base salary of teachers in their 4th year or later	Students per teacher <sup>i</sup>	Average years of teacher experience	Percentage of teachers in their first 3 years	Percentage of teachers in their 4th year or later
2025	\$54,955	\$44,195	\$49,112	14.2	12.8	16%	84%
2024	\$64,057	\$47,182	\$59,912	15.4	12.6	16%	84%
2023	\$57,586	\$48,790	\$54,893	14.6	12.6	15%	85%
2022	\$53,216	N/A <sup>1</sup>	N/A <sup>1</sup>	15.2	12.7	14%	86%
2021	\$48,863	N/A <sup>1</sup>	N/A <sup>1</sup>	13.6	12.6	16%	84%
2020	\$48,216	N/A <sup>1</sup>	N/A <sup>1</sup>	16.7	12.5	15%	85%
2019	\$46,952	N/A <sup>1</sup>	N/A <sup>1</sup>	17.0	12.3	18%	82%
2018	\$43,181	N/A <sup>1</sup>	N/A <sup>1</sup>	17.2	12.3	18%	82%
2017	\$42,859	N/A <sup>1</sup>	N/A <sup>1</sup>	17.2	12.5	16%	84%

<sup>1</sup> Data is unavailable because districts were not required to report it prior to FY 2023.

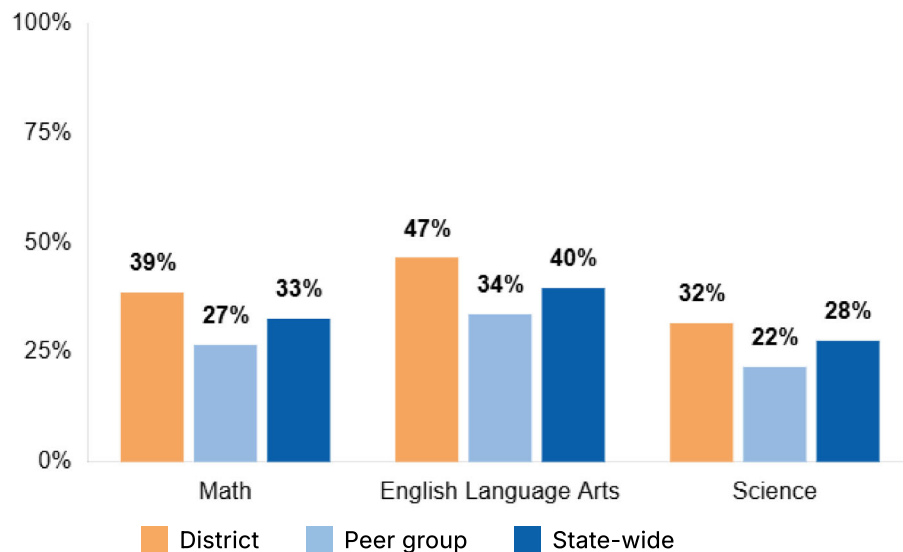
## Student achievement

For FY 2025, we present an achievement peer group weighted average and the State average for comparison to the individual districts' percentage of students who passed State assessments in Math, English Language Arts (ELA), and Science assessments. We report a passage rate consistent with ADE's publicly available data file, and therefore, some individual districts' results may not be available due to ADE's redaction standards. For FY 2025, we also present an achievement peer group weighted average and the State average for comparison. For more information on how we create achievement peer groups, see the "District peer groups" section on the [Glossary page](#).

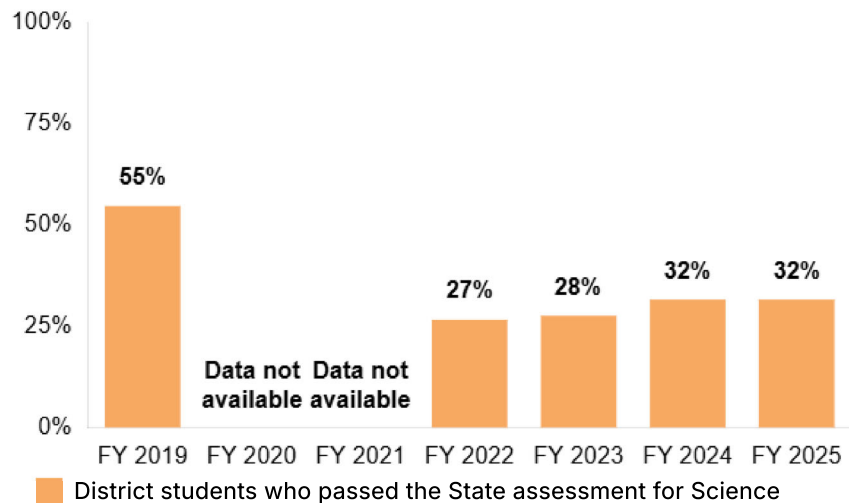
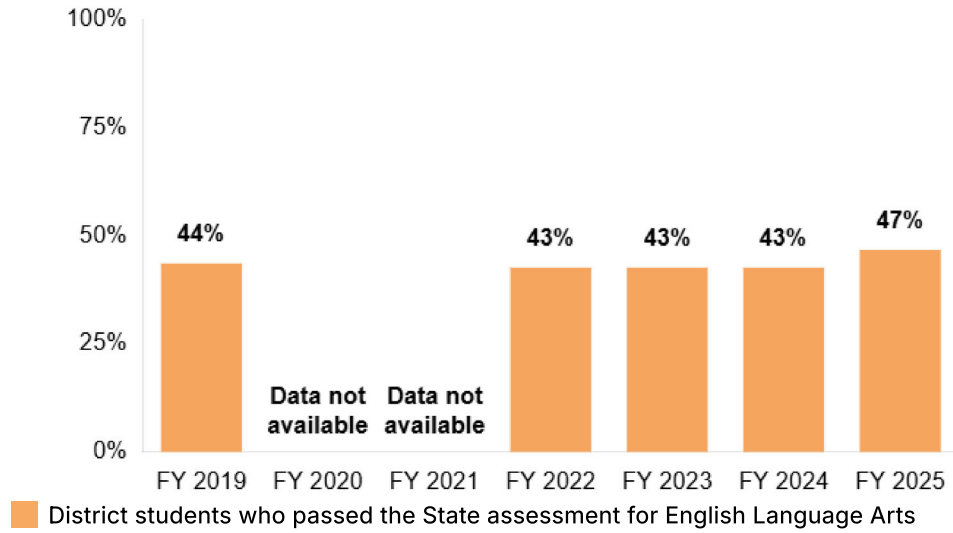
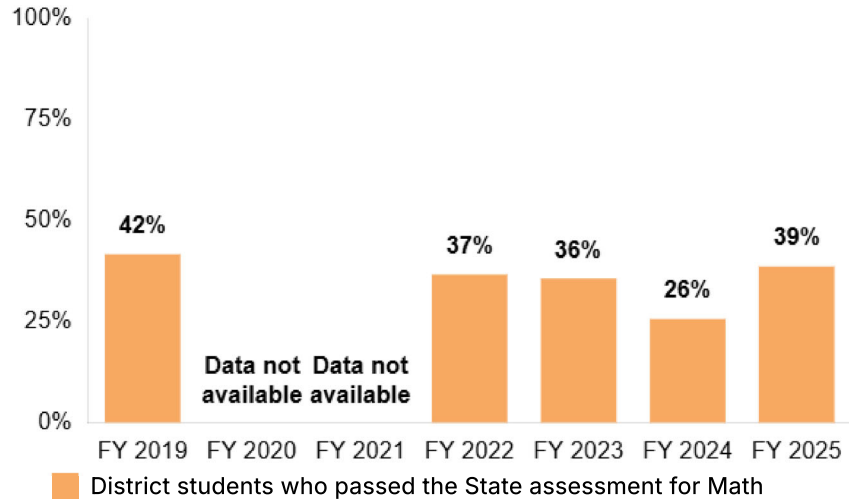
Additionally, we have included the percentage of district students passing State Math, ELA, and Science assessments since FY 2019, excluding FYs 2020 and 2021. Student achievement data is not available for FY 2020 because school districts were exempted from conducting State assessments. Similarly, student achievement data is not available for FY 2021 because not all eligible students participated in testing.

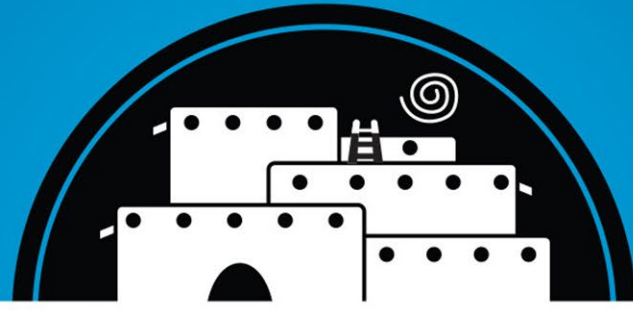
FY 2019 represents student achievement scores from the year prior to the COVID-19 pandemic, and that year's data helps to illustrate the potential impact of the COVID-19 pandemic and associated disruptions to school district operations on student achievement. The State assessments used to measure student achievement in FY 2019 were replaced and/or revised for FY 2022 and subsequent years. For additional information on how these percentages were calculated and the assessments used each year, see the "Student achievement" section on the [Glossary page](#).

## District, District peer group, and State-wide student passing percentage (FY 2025)



# District's student achievement since FY 2019





**AMPHITHEATER**

*P u b l i c S c h o o l s*

# Auditor General's School District Spending Analysis Fiscal Year 2025

# Definitions

- Administration - Superintendents, principals, business managers, clerical, and other staff who perform accounting, payroll, purchasing, warehousing, printing, human resource activities, and administrative technology services
- Plant - Heating and cooling, equipment repair, grounds keeping, and security
- Food Services - Cost of preparing and serving meals and snacks
- Transportation - Costs of transporting students to and from school and school activities
- Student Support - Counselors, audiologists, speech pathologists, nurses, social workers, and attendance services
- Instruction Support - Librarians, teacher training, curriculum development, and instruction related technology services

56



# Overview of Pima County School Districts

District name	Number of schools	Students attending	Enrollment (5-year change)	Special education population	English learner population	Poverty rate	Graduation rate
Ajo Unified School District	2	382	10% decrease	12%	24%	13%	N/A
Amphitheater Unified School District	21	10,823	15% decrease	19%	7%	14%	85%
Baboquivari Unified School District	4	951	2% decrease	15%	0%	7%	61%
Catalina Foothills Unified School District	7	4,821	7% decrease	11%	2%	5%	93%
Flowing Wells Unified School District	9	4,983	6% decrease	16%	11%	25%	87%
Marana Unified School District	17	12,255	Less than 1%	21%	2%	9%	90%
Sahuarita Unified School District	9	6,047	4% decrease	14%	4%	9%	89%
Sunnyside Unified School District	21	13,343	10% decrease	14%	21%	26%	76%
Tanque Verde Unified School District	4	2,123	3% increase	10%	1%	4%	N/A
Tucson Unified School District	87	37,452	11% decrease	15%	12%	20%	82%
Vail Unified School District	22	14,371	10% increase	14%	1%	6%	93%

57



# Teacher Data

District name	District average teacher salary	Average years of teacher experience	Percentage of teachers in first 3 years	Students per teacher
Ajo Unified School District	\$ 52,421	13.2	5%	17.3
Altar Valley Elementary School District	\$ 59,641	9.3	15%	16.7
Amphitheater Unified School District	\$ 54,955	12.8	16%	14.2
Baboquivari Unified School District	\$ 59,375	7.0	29%	14.0
Catalina Foothills Unified School District	\$ 64,400	13.0	12%	16.9
Flowing Wells Unified School District	\$ 63,988	11.1	14%	16.3
Marana Unified School District	\$ 60,861	13.1	17%	16.3
Sahuarita Unified School District	\$ 56,518	10.7	23%	17.5
Sunnyside Unified School District	\$ 60,685	12.8	20%	18.7
Tanque Verde Unified School District	\$ 59,725	13.1	18%	16.5
Tucson Unified School District	\$ 64,241	14.0	13%	17.0
Vail Unified School District	\$ 57,905	9.7	41%	21.1



# Pima School District Spending

District name	Instruction	Student Support	Instruction Support	Plant operations	Admin.	Food Service	Trans.	Total
Ajo	\$ 6,871	\$ 808	\$ 261	\$ 1,908	\$ 2,566	\$ 874	\$ 100	\$ 13,388
Amphitheater	\$ 6,828	\$ 1,363	\$ 902	\$ 1,903	\$ 1,418	\$ 503	\$ 760	\$ 13,677
Baboquivari	\$ 7,199	\$ 1,895	\$ 1,176	\$ 4,006	\$ 3,440	\$ 979	\$ 3,648	\$ 22,343
Catalina Foothills	\$ 6,108	\$ 829	\$ 569	\$ 1,430	\$ 1,175	\$ 402	\$ 469	\$ 10,982
Flowing Wells	\$ 6,591	\$ 1,099	\$ 510	\$ 1,449	\$ 1,162	\$ 655	\$ 505	\$ 11,971
Marana	\$ 6,504	\$ 1,171	\$ 708	\$ 1,186	\$ 1,068	\$ 453	\$ 960	\$ 12,050
Sahuarita	\$ 5,848	\$ 926	\$ 314	\$ 1,321	\$ 1,122	\$ 410	\$ 459	\$ 10,400
Sunnyside	\$ 5,379	\$ 1,314	\$ 604	\$ 1,553	\$ 1,073	\$ 668	\$ 441	\$ 11,032
Tanque Verde	\$ 5,686	\$ 1,120	\$ 474	\$ 1,295	\$ 1,355	\$ 438	\$ 477	\$ 10,845
Tucson	\$ 6,651	\$ 1,524	\$ 1,107	\$ 1,858	\$ 1,264	\$ 638	\$ 659	\$ 13,701
Vail	\$ 5,786	\$ 1,044	\$ 896	\$ 1,351	\$ 1,211	\$ 366	\$ 488	\$ 11,142
Peer	\$ 6,054	\$ 1,110	\$ 765	\$ 1,493	\$ 1,240	\$ 458	\$ 627	\$ 11,747
State	\$ 6,541	\$ 1,243	\$ 751	\$ 1,535	\$ 1,309	\$ 590	\$ 584	\$ 12,553



# Plant Operations

Plant operations spending per square foot:

State average	\$	8.83
Peer average	\$	9.61
Amphitheater	\$	7.86

60

Square footage per student:

State average	174
Peer average	151
Amphitheater	242



# Operational Peers

District name	Instructional spending percentage
Higley Unified School District	59%
Queen Creek Unified School District	56%
Marana Unified School District	54%
Tolleson Union High School District	54%
Vail Unified School District	52%
Peer Group Average	52%
Flagstaff Unified School District	51%
Amphitheater Unified School District	50%
Agua Fria Union High School District	49%
Sunnyside Unified School District	49%
Tempe Union High School District	48%
Yuma Union High School District	47%



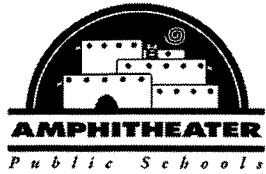
# Food Service Operations

## Food Service Spending Per Meal

State average	\$4.32
Peer average	\$4.19
Amphitheather	\$3.63

62





**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Approval of Appointment of Non-Administrative Personnel**

---

**BACKGROUND:**

Candidate(s) will be presented herein to fill vacancies created by leaves of absence, retirements, resignations, and new positions. Appointments are current as of March 9, 2026.

---

**RECOMMENDATION:**


It is the recommendation of the Administration that the appointment(s) be approved as presented.

---

**INITIATED BY:**

  
\_\_\_\_\_  
**John Hastings, Director of Human Resources**

**Date: March 9, 2026**

  
\_\_\_\_\_  
**Todd A. Jaeger, J.D., Superintendent**

3/10/2026

**GOVERNING BOARD MEETING  
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Kahn	Kylie	School Nurse	CL-PR	Wilson K-8 School	CTT-BA	0 years	Replacement	Ms. Roscoe Perkov	
Curry	Michele	Budget Technician	CL	Federal/State Programs	10	5+ years	Replacement	Ms. Mansouri	
Curry	Michele	Secretary II	CL	Federal/State Programs	4	5+ years	Replacement	Ms. Mansouri	
Fields	TaujMaree	Classroom Aide/Caregiver	CL	Prince Elementary	2	0 years	Replacement	Ms. Doyle	
Gonzalez	Elizabeth	Transportation Attendant	CL	Transportation	1	0 years	Replacement	Ms. Frye-George	
Hatcher	Whitley	Bus Driver Trainee	CL	Transportation			Rescind		
Johnson	Carmen	Bus Driver Trainee	CL	Transportation	1	0 years	Replacement	Ms. Frye-George	
Navarro	Janeth	Classroom Aide/Caregiver	CL	Cross Middle School	2	0 years	Replacement	Mr. Gutierrez	
Veprek	Kyla	Preschool Aide/Caregiver	CL	Donaldson Elementary	1	0 years	Replacement	Ms. Bucciarelli-Fay	
Weeks	Deanna	Transportation Attendant	CL	Transportation	1	3 years	Replacement	Ms. Frye-George	
Zepeda Reyes	Enrique	Bus Driver	CL	Transportation	13	0 years	Replacement	Ms. Frye-George	

64

*	2026 - 2027 School Year	HSP High School Principal	ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal	ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal	ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal	ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal	CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal	CT	Certified
		SAS Support Administrator	CL-AD	Classified Administrative
			CL	Classified
			PR	Professional
			ASW	Student Worker

03/10/2026

SUBSTITUTES

GOVERNING BOARD MEETING  
APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	COMMENT
Buchanan	Sylvia		CT		02/19/2026	
Cheely	Charlize		CT		02/19/2026	
Foglietta	Mattison		CT		02/18/2026	
Hill	Peggy		CT		02/20/2026	
Konen	Christie		CT		02/20/2026	
Martinez	Yvonne		CT		02/18/2026	
Mayer	Kathryn		CT		02/18/2026	
McHaney	Eric		CT		02/19/2026	
Miller	Emma		CT		02/19/2026	
Newborn	Elianna		CT		02/19/2026	
Ruth	Samantha		CT		02/19/2026	
Salter	Amber		CT		02/19/2026	
Schwartz	Jacob		CT		02/23/2026	
Scott, Jr.	Garfield		CT		02/23/2026	
Vice	Elsy		CT		02/23/2026	
Bouck	Monica		CL		02/09/2026	
Flannery	Leslie		CL		02/23/2026	

65

AD Administrative  
PR Professional  
CT Certified  
CL Classified



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Approval of Personnel Changes**

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**BACKGROUND:**

Changes in the employment status of employee(s) and/or job description(s) will be presented herein. Changes are current as of March 9, 2026.

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**RECOMMENDATION:**

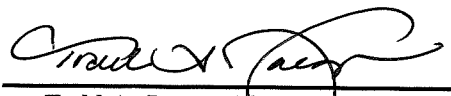
It is the recommendation of the Administration that the personnel changes be approved as presented.

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**INITIATED BY:**

  
\_\_\_\_\_  
**John Hastings, Director of Human Resources**

**Date: March 9, 2026**

  
\_\_\_\_\_  
**Todd A. Jaeger, J.D., Superintendent**

3/10/2026

**GOVERNING BOARD MEETING  
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Ryan	Frank	Psychologist	CT-PR-F	Prince Elementary	Increase FTE			+0.2 FTE
Christman	Jill	Science/STEM Coordinator	CT-PR	Wetmore Center	Added Duty			\$4,967.29
Skarsfeldt	Kristian	ADDN - Essential Recruit Stipend	CT	Holaway Elementary	Addendum			\$1,242.72
Skarsfeldt	Kristian	Teacher - Cross Categorical Classroom	CT	Holaway Elementary	Promotion	CTT-BA	0 years	
Dominguez-Cante	Alba	Food Service Attendant	CL	Rio Vista Elementary	Increase FTE			+0.1875 FTE
Ley Jocobi	Ismael	Language Assessment Specialist	CL	Federal/State Programs	Promotion	7	+\$1.40	
Mason	Kristin	Classroom Aide/Caregiver	CL	Harelson Elementary	Decrease FTE			<0.40 FTE>
Bernal	Yemen	ADDN - School Support Team	ADCT	Prince Elementary	Addendum			\$20.00 per hour
Bernal	Yemen	ADDN - School Support Team	ADCT	Prince Elementary	Addendum			\$20.00 per hour
Brown	Karen	ADDN - CTE Placement Survey	ADCT	Ironwood Ridge High	Addendum			\$100.00
Colaiani	Nina	ADDN - Section 504	ADCT	Painted Sky Elementary	Correction			Amount: \$950.00
Donahue	Brian	Coach - Volleyball Head MS	ADCT	La Cima Middle School	Addendum			\$1,835.37
Esposito	Kimberly	ADDN - Section 504	ADCT	Walker Elementary	Correction			Amount: \$850.00
Hooton	Rose	ADDN - Curriculum Development	ADCT	Wetmore Center	Addendum			\$25.00 per hour
Hughes	Melissa	ADDN - Section 504	ADCT	Prince Elementary	Correction			Amount: \$300.00
Knight	Alison	ADDN - Certified Tutor	ADCT	Holaway Elementary	Addendum			\$30.00 per hour
Landrith	David	Coach - Golf HS	ADCT	Amphi High School	Addendum			\$2,807.03
Nixon	Taylor	ADDN - Certified Tutor	ADCT	Holaway Elementary	Addendum			\$30.00 per hour
Sanchez	Tenaya	ADDN - Flex Addenda	ADCT	CDO High School	Addendum			\$400.00
Sapyta	Brittany	ADDN - Certified Tutor	ADCT	Holaway Elementary	Addendum			\$30.00 per hour

67

*	2026 - 2027 School Year							
Addendum	Employee receiving extra-curricular position or stipend					ADCT		Addendum Certified
Added Duty	Employee working additional hours or days					ADCL		Addendum Classified
Additional Position	Employee working an additional position					ADACS		Addendum Amphi Community Schools
Correction	Correction to contract					CT-AD		Certified Administrative
Decrease FTE	Decrease in hours					CT		Certified
Extension	End date being extended					CL-AD		Classified Administrative
Increase FTE	Increase in hours/contract					CL		Classified
Promotion	Employee receiving a promotion to another position					PR		Professional
Reassignment	Employee moving to another position at the direction of the administration					EL		Elementary
Status Change	Employee changing status (i.e. short term to career)					MS		Middle School
Temporary	Employee working for a limited period of time					HS		High School
Transfer	Employee moving from one position to another							



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Approval of Leave(s) of Absence**

---

**BACKGROUND:**

Leave(s) of absence will be presented herein and are current as of March 2, 2026.

68

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**RECOMMENDATION:**

It is the recommendation of the Administration that the leave request(s) be approved as presented.

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**INITIATED BY:**

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**John Hastings, Director of Human Resources**

**Date: March 2, 2026**

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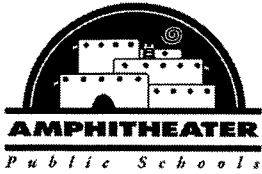
**Todd A. Jaeger, J.D., Superintendent**

3/10/2026

**GOVERNING BOARD MEETING  
LEAVES OF ABSENCE**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	DATES	COMMENT
Ayers	Makayla	Teacher - Biology	CT	Ironwood Ridge High	02/13/2026	End
Burlison	Taryn	Librarian	CT	Amphi High School	03/23/2026	Start
Callahan	Melissa	Teacher - Preschool Director	CT	Holaway Elementary	03/10/2026	Start
Daglio	Brett	Teacher - Academic Intervention	CT	Keeling Elementary	02/24/2026	Extension
Resley	Robin	Teacher - Special Education Resou	CT	Ironwood Ridge High	02/16/2026	Extension
Allamong	James	Groundskeeper I	CL	Facilities Support	01/27/2026	Start
Barragan	Yohany	Speech/Language Pathology Assis	CL	Rillito Center	02/10/2026	Start
Beanne	Nibigira	Translator/Interpreter	CL	Wetmore Center	02/05/2026	End
Beanne	Nibigira	Translator/Interpreter	CL	Wetmore Center	01/05/2026	Start
Bejarano	Raul	Computer Network Systems Coordi	CL	Wetmore Center	03/10/2026	End
Brown	Cecile	Custodian III	CL	Ironwood Ridge High	01/26/2026	Start
Brown	Cecile	Custodian III	CL	Ironwood Ridge High	02/09/2026	End
Cervantes Cortez	Jorge	School Health Aide	CL	Rio Vista Elementary	02/06/2026	End
Hayes	Karen	Campus Monitor	CL	Walker Elementary	02/25/2026	Extension
Hayes	Karen	Campus Monitor	CL	Walker Elementary	02/10/2026	Start
Hizny	April	Data & Assessment Coordinator	CL	Wetmore Center	02/11/2026	Extension
Hughes Borquez	Amber	Special Education Teaching Assist	CL	Amphi High School	02/02/2026	End
Perales	Desirae	Educational Assistant to the Eleme	CL	Holaway Elementary	01/21/2026	Start
Perales	Desirae	Clerk	CL	Holaway Elementary	02/10/2026	End
Quinn	David	Library Clerk	CL	Ironwood Ridge High	02/18/2026	Extension
Santillan	Mary Beth	Homeless Education Liaison	CL	Wetmore Center	02/16/2026	Extension

\* 2024-2025 School Year  
 CT-AD Certified Administrative  
 CT Certified  
 CL-AD Classified Administrative  
 CL Classified  
 PR Professional



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**     **March 10, 2026**

**TITLE:**           **Approval of Separation(s) and Termination(s)**

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**BACKGROUND:**

Separation(s) and termination(s) will be presented herein. Separations are current as of March 9, 2026.

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**RECOMMENDATION:**

It is the recommendation of the Administration that the resignation(s) or termination(s) be approved as presented.

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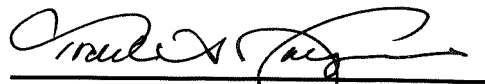
**INITIATED BY:**



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**John Hastings, Director of Human Resources**

**Date: March 9, 2026**



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**Todd A. Jaeger, J.D., Superintendent**

3/10/2026

**GOVERNING BOARD MEETING  
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Heinemann	Shari	Speech/Language Pathologist	CT-PR	Wetmore Center	05/21/2026	Retirement	
Gotlieb	Hayley	Assistant Principal	CT-AD	Amphi High School	02/25/2026	Breach of Contract	
Blank	Christina	Teacher - Grade 3	CT	Innovation Academy	05/21/2026	Resignation	
Martinez	Helen	Teacher - Grade 4	CT	Painted Sky Elementary	05/21/2026	Resignation	
Menzies	Sophia	Teacher - Grade 2	CT	Nash Elementary	05/21/2026	Resignation	
Munoz	Joseph	Teacher - Band	CT	Nash Elementary	05/21/2026	Resignation	
Munoz	Joseph	Teacher - Band	CT	Keeling Elementary	05/21/2026	Resignation	
Munoz	Joseph	Teacher - Band	CT	Prince Elementary	05/21/2026	Resignation	
Munoz	Joseph	Teacher - Orchestra	CT	Nash Elementary	05/21/2026	Resignation	
Thacker	Lynn	Teacher - Grade 1	CT	Mesa Verde Elementary	05/21/2026	Retirement	
Wall	Caryn	Teacher - Grade 2	CT	Painted Sky Elementary	05/21/2026	Resignation	
Young	Laurel	Teacher - Grade 2	CT	Keeling Elementary	05/21/2026	Resignation	
Millage	Michael	Groundskeeper II	CL-RET	Facilities Support	02/13/2026	Resignation	
Quinn	David	Library Clerk	CL-RET	Ironwood Ridge High	02/20/2026	Resignation	
Quinn	David	Library Media Technician I	CL-RET	Ironwood Ridge High	02/20/2026	Resignation	
Blake	Olivia	Speech/Language Pathology	CL	Wetmore Center	02/20/2026	Resignation	
Fiske	Hui	Special Education Teaching	CL	Rillito Center	06/30/2026	Retirement	
Kaplan	Azelia	Preschool Aide/Caregiver	CL	Painted Sky Elementary	03/05/2026	Resignation	
Martinez	Chris	Crossing Guard	CL	Copper Creek Elementary	02/25/2026	Resignation	
Martinez	Chris	Campus Monitor	CL	Copper Creek Elementary	02/25/2026	Resignation	
Millan	Sonia	Custodian I	CL	Innovation Academy	02/20/2026	Resignation	
Ousley	Phoenix	Instructional Technology Spe	CL	Amphi Middle School	03/04/2026	Resignation	
Padilla	Luis	Bus Driver	CL	Transportation	02/09/2026	Resignation	

71

*	2026 - 2027 School Year	ADCT	Addendum Certified
Budget RIF	Reduction in force due to budget	ADCL	Addendum Classified
Abandonment	Employee abandoned position	ADDM	Addendum Only
Breach of Contract	Employee did not fulfill contract	CT-AD	Certified Administrative
Dismissal	Employee terminated by the District	CT	Certified
Resignation	Employee resigning from the District	CL-AD	Classified Administrative
Retirement	Employee retiring from the District	CL	Classified
		PR	Professional

# GOVERNING BOARD MEETING SEPARATIONS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Plata	Anna	Cook	CL	Keeling Elementary	02/19/2026	Resignation	
Polm	David	Electronic Technician	CL	Facilities Support	02/20/2026	Resignation	
Quintanilla Galvan	Samuel	Custodian I	CL	Amphi Middle School	02/25/2026	Resignation	
Reyes	Victor	Custodian I	CL	Cross Middle School	03/24/2026	Retirement	
Sadlier	John	Crossing Guard	CL	Nash Elementary	02/16/2026	Resignation	
Saiza Aldaraca	Said	Classroom Aide/Caregiver	CL	La Cima Middle School	02/13/2026	Resignation	
Schroeder	Christine	Bus Driver	CL	Transportation	02/09/2026	Dismissal	
Thornton	Susan	Classroom Aide/Caregiver	CL	CDO High School	03/02/2026	Resignation	
Yanez	Janessa	Classroom Aide/Caregiver	CL	Copper Creek Elementary	05/20/2026	Resignation	

72

*	2026 - 2027 School Year					ADCT	Addendum Certified
Budget RIF	Reduction in force due to budget					ADCL	Addendum Classified
Abandonment	Employee abandoned position					ADDM	Addendum Only
Breach of Contract	Employee did not fulfill contract					CT-AD	Certified Administrative
Dismissal	Employee terminated by the District					CT	Certified
Resignation	Employee resigning from the District					CL-AD	Classified Administrative
Retirement	Employee retiring from the District					CL	Classified
						PR	Professional

03/10/26  
GOVERNING BOARD MEETING  
SEPARATIONS

Substitutes

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	REASON
Blockburger	Sheldon		CT		02/17/2026	
Campbell	Charles		CT		02/11/2026	
Eaton	Eden		CT		02/20/2026	
Marquis	Deborah		CT		02/16/2026	
Savage	Lara		CT		02/11/2026	
Steen	Susan		CT		02/09/2026	
Trillo	Suzanne		CL		02/16/2026	



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:** March 10, 2026

**TITLE:** Approval of Stipend for Coaching Volunteers

---

**BACKGROUND:**

Coaching volunteer(s) and corresponding stipend(s) will be presented herein and are current as of March 2, 2026.

74

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**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board approve payment of the listed stipend(s) for the identified coaching volunteers.

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**INITIATED BY:**

---

John Hastings, Director of Human Resources

Date: March 2, 2026

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Todd A. Jaeger, J.D., Superintendent

3/10/2026

**GOVERNING BOARD MEETING  
COACHING VOLUNTEERS**

LAST NAME	FIRST NAME	POSITION	LOCATION	REASON	AMOUNT/COMMENTS
Bowers	Andrew	Coach - Wrestling Head MS	Coronado K-8 School	Stipend	\$1,835.37
Brett	Lyric	ADDN - FAFSA Peer Coach	CDO High School	Stipend	\$414.00
Cox	Christopher	Coach - Baseball Assistant HS	CDO High School	Stipend	\$2,591.11
Crosby	Donald	Coach - Track Head HS	Amphi High School	Stipend	\$3,238.88
Danehy	Tom	Coach - Tennis Head HS	Amphi High School	Stipend	\$2,807.03
Espinoza	Antonio	Coach - Track Assistant HS	Amphi High School	Stipend	\$2,591.11
Lopez	Ginny	Coach - Wrestling Assistant MS	Cross Middle School	Stipend	\$1,511.48
Mehan	Issac	ADDN - FAFSA Peer Coach	Amphi High School	Stipend	\$414.00
Seppala	Ethan	Coach - Track Assistant HS	CDO High School	Stipend	\$2,591.11
Smith	Kyndel	ADDN - FAFSA Peer Coach	CDO High School	Stipend	\$414.00
Watson	Kristiana	Coach - Volleyball Assistant HS	Amphi High School	Stipend	\$2,591.11

\* 2026-2027 School Year



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING: March 10, 2026**

**TITLE: Approval of Minutes of Previous Meeting(s)**

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**BACKGROUND:**

The attached minutes of previous Governing Board Meeting(s) are submitted for approval by the Board:

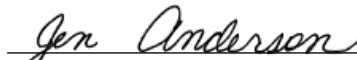
February 17, 2026

**RECOMMENDATION:**

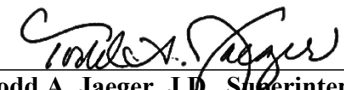
The Administration recommends that the minutes of the previous meeting(s) be approved.

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**INITIATED BY:**

  
Jen Anderson  
Executive Assistant to the Superintendent & Governing Board

Date: February 25, 2026

  
Todd A. Jaeger, J.D., Superintendent

**Minutes of the Special Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, February 17, 2026**

---

A Special public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, February 17, 2026, beginning at 5:30 p.m. at the Wetmore Center, 701 W. Wetmore Road, Tucson, AZ 85705 in the Leadership and Professional Development Center.

**Governing Board Members Present**

Ms. Deanna M. Day, M.Ed., Member  
Dr. Michael Gemma, Member, Member  
Ms. Susan Zibrat, Member

**Governing Board Members Absent**

Ms. Vicki Cox Golder, President  
Mr. Matthew A. Kopec, Vice President

**Superintendent's Cabinet Members**

Mr. Todd A. Jaeger, J.D., Superintendent  
Ms. Tassi Call, Associate Superintendent for Elementary Education  
Mr. Matthew Munger, Associate Superintendent for Secondary Education  
Mr. Scott Little, Chief Financial Officer  
Mr. John Hastings, Director of Human Resources  
Ms. Elizabeth Jacome, Director of Curriculum & Assessment  
Mr. Rich LaNasa, Executive Manager of Operational Support  
Ms. Kristin McGraw, Director of Student Services  
Ms. Julie Valenzuela, Director of 21st Century Education  
Ms. Michelle Valenzuela, Director of Communications

**1. CALL TO ORDER**

Ms. Day called the meeting to order at 5:30pm.

**2. PLEDGE OF ALLEGIANCE**

Ms. Zibrat led the Pledge of Allegiance.

**3. ANNOUNCEMENT OF DATE AND PLACE OF NEXT REGULAR GOVERNING BOARD MEETING**

Ms. Day stated the next Regular Governing Board meeting will be Tuesday, March 10, 2026 at 6:00 p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

**4. INFORMATION**

**A. Status of Construction Projects**

*For the Status of Construction Projects PowerPoint see Exhibit 1.*

Superintendent Jaeger asked Mr. La Nasa to deliver his monthly report detailing construction projects in the District. Mr. La Nasa shared details about the following projects:

- Amphitheater High School Main Gym elevator equipment replacement and cab upgrades using Bond and Building Renewal Grant funds
- Amphitheater High School H Building Roof Repairs using Building Renewal Grant funds
- Ironwood Ridge High School fire lane restoration using Adjacent Ways funds
- Wilson K-8 School sump pumps and controls replacement using Bond funds

Mr. La Nasa shared that the SFD grant funding for December 2025 and January 2026 totaled \$112,864 and total SFD grant funding so far for the 2025-2026 school year is \$7,374,066. He offered to answer any questions. There were none.

## **5. PUBLIC COMMENT**

There was no public comment.

## **6. CONSENT AGENDA**

*Details of agenda items, supporting documents, and presentations are available in the electronic Board Book by clicking on the hyperlink below.*

*[Amphitheater Public Schools Public View - BoardBook Premier](#)*

*Dr. Gemma moved for Consent Agenda Items 6. A– K. be approved as presented. Ms. Zibrat seconded the motion. Vote in favor – 3. Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed – 0. Consent Agenda Items 6. A.-K. passed.*

### **A. Approval of Appointment of Non-Administrative Personnel**

*The Governing Board approved the Appointment of Non-Administrative Personnel as submitted in Exhibit 2.*

### **B. Approval of Personnel Changes**

*The Governing Board approved Personnel Changes as submitted in Exhibit 3.*

### **C. Approval of Leave(s) of Absence**

*The Governing Board approved Leave(s) of Absence as submitted in Exhibit 4.*

### **D. Approval of Separation(s) and Termination(s)**

*The Governing Board approved Separation(s) and Termination(s) as submitted in Exhibit 5.*

### **E. Approval of Stipend for Coaching Volunteers**

*The Governing Board approved Stipend for Coaching Volunteers as submitted in Exhibit 6.*

### **F. Approval of Minutes of Previous Meeting(s)**

*The Governing Board approved minutes from the February 3, 2026 meeting as submitted in Exhibit 7.*

### **G. Approval of Vouchers Totaling and Not Exceeding Approximately \$6,480,074.82**

*A copy of vouchers for goods and services received by the Amphitheater Public Schools and recommended for payment has been provided to the Governing Board. The following vouchers were approved as presented and payment authorized as submitted in Exhibit 8.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1209	\$29,221.95	1210	\$20,164.13	1212	\$4,449,330.64
1213	\$12,873.49	1215	\$121,130.33	1216	\$106,954.00
1214	\$4012.92	1218	\$1,028,749.29	1219	\$142,127.31
1220	\$11,567.47	1221	\$50,772.93	1222	\$308,560.63
1223	\$194,609.73				

### **H. Acceptance of Gifts**

*The Governing Board approved the Acceptance of Gifts as submitted in Exhibit 9.*

### **I. Approval of the Disposal of Surplus Property via PublicSurplus.com**

*The Governing Board approved Disposal of Surplus Property via PublicSurplus.com.*

### **J. Receipt of September 2025 Report on School Auxiliary and Club Balances**

*The Governing Board approved Receipt of September 2025 Report on School Auxiliary and Club Balances as submitted in Exhibit 10.*

### **K. Approval of Out of State Travel**

*The Governing Board approved Out of State Travel as submitted in Exhibit 11.*

**7. PUBLIC COMMENT**

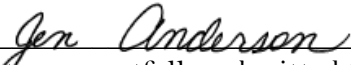
There was no public comment.

**8. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

Dr. Gemma asked about the agenda item on activity fees. Superintendent Jaeger stated it would be presented at the March 10<sup>th</sup> meeting.

**9. ADJOURNMENT**

*Ms. Zibrat moved to adjourn. Dr. Gemma seconded the motion. There was no discussion. Voice vote in favor-3. Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed-0. The meeting adjourned at 5:40pm.*

  
\_\_\_\_\_  
Minutes respectfully submitted for Governing Board Approval  
*Jen Anderson, Executive Assistant to the Superintendent & Governing Board*

February 25, 2026  
Date

\_\_\_\_\_  
*Vicki Cox Golder, Governing Board President*

March 10, 2026  
Date



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Approval of Vouchers Totaling and Not Exceeding \$2,051,235.42(Final Total)**

---

**BACKGROUND:**

A copy of the vouchers for goods and services received by Amphitheater Public Schools and recommended for payment has been provided to the Governing Board.

**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board approve payment of the vouchers as presented.

**INITIATED BY:**

Scott Little, Chief Financial Officer

Date: March 9, 2026

Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Acceptance of Gifts**

---

**BACKGROUND:**

Donations detailed on the attached listing have been received by the District.

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**RECOMMENDATION:**

It is the recommendation of the Administration that the above gifts be accepted by the Governing Board.

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**INITIATED BY:**

---

Scott Little, Chief Financial Officer

Date: February 24, 2026

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Todd A. Jaeger, J.D., Superintendent

Gifts and Donations	Donor	Site
Ck in the amount \$691.91	AMPHITHEATER FOUNDATION	CROSS MIDDLE SCHOOL
Ck in the amount \$94.00	FRONTSTREAM	HARELSON ELEMENTARY
Ck in the amount \$1,300.00	AMPHITHEATER FOUNDATION	AMPHITHEATER HIGH SCHOOL
Ck in the amount \$736.00	AMERICAN ONLINE GIVING FOUNDATION	IRONWOOD RIDGE HIGH SCHOOL
Ck in the amount \$1,974.00	INNOVATION ACADEMY PTO	INNOVATION ACADEMY
Ck in the amount \$34.50	FRONTSTREAM	WALKER ELEMENTARY
Ck in the amount \$11.90	FRONTSTREAM	CANYON DEL ORO HIGH SCHOOL
Ck in the amount \$5,100.00	FOUNDATION FOR THE CAROLINAS	AMPHITHEATER HIGH SCHOOL



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**      **March 10, 2026**

**TITLE:**            **Receipt of October 2025 Report on School Auxiliary and Club Balances**

---

**BACKGROUND:**

Arizona Revised Statutes §§15-1121 and 15-1125 provide for the operation of Student Activity and Auxiliary Operations funds respectively. The Uniform System of Financial Records for Arizona School Districts (USFR) outlines procedures to be followed by school districts in the disbursements of monies from either of these funds. One requirement for the operational compliance is to provide a report to the Governing Board summarizing the transactions for the month.

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**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board receive the report of School Auxiliary and Club Balances.

---

**INITIATED BY:**

Scott Little, Chief Financial Officer

Date: March 4, 2026

Todd A. Jaeger, J.D., Superintendent

**Amphitheater Public Schools  
 Summary of Activity for All Schools  
 Auxiliary Account  
 For Month Ending October 31, 2025**

Beginning Balance	\$	3,246,467.21
Plus Deposits		335,464.34
Less Disbursements		<u>(201,284.47)</u>
Ending Book Balance For All Schools	\$	<u>3,380,647.08</u>
Outstanding Deposits		(1,033,217.87)
Outstanding Checks		<u>80,051.46</u>
Ending Bank Balance For All Schools	\$	<u>2,427,480.67</u>

**Amphitheater Public Schools  
 Summary of Activity for All Schools  
 Student Activity Accounts  
 For Month Ending October 31, 2025**

Beginning Balance	\$	776,916.66
Plus Deposits		59,684.58
Less Disbursements		<u>(65,335.20)</u>
Ending Book Balance For All Schools	\$	<u>771,266.04</u>
Outstanding Deposits		(112,268.84)
Outstanding Checks		<u>11,245.59</u>
Ending Bank Balance For All Schools	\$	<u>670,242.79</u>

Amphitheater Public School District #10

Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending October 31, 2025

**Amphi Middle School**

Student Gov't	2,856.62
MESA Club	148.06
NJHS	178.52
Odyssey of the Mind	439.13
Science Club	1,684.15
<b>Amphi Middle School Total</b>	<b>\$ 5,306.48</b>

**Copper Creek Elementary**

Student Council	5,176.57
Turquoise Times	32.28
<b>Copper Creek Total</b>	<b>\$ 5,208.85</b>

**Coronado K-8 Schools**

Elementary Student Council	4,858.12
Middle School Student Council	5,639.20
Astronomy/Space & Science	221.76
Band	3,951.05
C.H.O.I.C.E.S.	925.74
Chorus	1,319.41
Coronado FCA	42.00
Coronado Musicians Club	1,120.05
Indoor Percussion Club	755.00
Kids Helping Kids	339.13
NEHS	41.00
National Junior Honor Society	5,312.84
Odyssey of the Mind	1,577.35
Orchestra	930.57
Running Club	3,152.56
Wrestlers Club	871.70
<b>Coronado Total</b>	<b>\$ 31,057.48</b>

**Cross Middle School**

Student Council	7,878.88
Band Club	2,145.39
Choir Club	2,116.40
Life Skills Exploratory Club	142.96
Musical Theater Club	1,315.32
NJHS	1,687.41
Orchestra Club	2,446.60
Star Club	2,178.57
Web Club	3,165.78
<b>Cross Middle School Total</b>	<b>\$ 23,077.31</b>

**Donaldson Elementary**

Student Council	5,009.11
<b>Donaldson Total</b>	<b>\$ 5,009.11</b>

**Amphitheater Public School District #10**

**Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending October 31, 2025**

**Harelson Elementary**

Student Council	414.33
5th Grade Activities	125.36
Track	307.65
<b>Harelson Total</b>	<b>\$ 847.34</b>

**Holaway Elementary**

Student Council	753.22
<b>Holaway Total</b>	<b>\$ 753.22</b>

**Innovation Academy**

Student Council	200.69
Algebra Club	116.52
Entrepreneur Club	3,782.54
Odyssey of the Mind	280.44
<b>Innovation Academy Total</b>	<b>\$ 4,380.19</b>

**Keeling Elementary**

Student Council	1,453.71
<b>Keeling Total</b>	<b>\$ 1,453.71</b>

**La Cima Middle School**

Student Council	1,143.69
NJHS	1,078.08
<b>La Cima Total</b>	<b>\$ 2,221.77</b>

**Mesa Verde Elementary**

Student Council	5,646.31
<b>Mesa Verde Total</b>	<b>\$ 5,646.31</b>

**Nash Elementary**

Student Council	1,634.36
<b>Nash Total</b>	<b>\$ 1,634.36</b>

**Painted Sky Elementary**

Student Council	2,463.32
Nature Shop	929.20
Orchestra	273.55
Band	1,124.45
Chorus	781.42
Milers	2,794.51
OM	584.95
Sign Language	210.00
NEHS	501.19
Math Club	23.00
Art Club	209.84
Sports Club	120.01
Yearbook	45.00
<b>Painted Sky Total</b>	<b>\$ 10,060.44</b>

**Amphitheater Public School District #10**

**Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending October 31, 2025**

**Prince Elementary**

Student Council	1,234.12
<b>Prince Total</b>	<b>\$ 1,234.12</b>

**Rio Vista Elementary**

Student Council	981.94
<b>Rio Vista Total</b>	<b>\$ 981.94</b>

**Walker**

Student Council	2,336.31
Fitness Fanatics	396.83
Odyssey of the Mind	2,848.80
Art Club	-
<b>Walker Total</b>	<b>\$ 5,581.94</b>

**Wilson**

Student Council	7,158.86
Algebra Club	1,262.28
Archery Club	2,392.67
Art Club	-
Elementary Student Council	3,696.70
Elementary Choir	715.44
GameMakers	-
MS Choir	2,920.92
MS Theater Club	394.64
National Elementary Honor Society	171.67
National Junior Honor Society	970.73
Odyssey of the Mind	566.83
Robotics Club	1,078.53
Science Club	-
Yearbook Club	1,704.73
<b>Wilson Total</b>	<b>\$ 23,034.00</b>

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<b>Total K-8 Club Balances</b>	<b>\$ 127,488.57</b>
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Plus: Outstanding Checks	1,455.44
Less: Outstanding Deposits (Inc CC's)	(2,730.00)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-

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<b>Bank Balance</b>	<b>\$ 126,214.01</b>
---------------------	----------------------

Sweep Account	\$ 126,214.01
	0.00

**Amphi High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending October 31, 2025**

1001 Student Council	\$ 15,891.68	1450 Debate Club	\$ 586.14
1035 Art Club	966.76	1470 Soccer -Girls	116.76
1050 AHS Unified Panters Club	-	1520 Media Club	1223.37
1070 Band Club	161.51	1560 National Honor Society	365.05
1080 Baseball	1,854.03	1590 Odyssey of the Mind	-
1085 Golf -Boys	-	1600 Orchestra Club	1,115.82
1110 Basketball -Girls	1,448.90	1606 Archery Club	609.00
1111 Book Club	250.00	1620 Mariachi Club	484.50
1113 Drama Club	1,166.02	1631 Panther Popcorn	4,816.26
1115 Choir Club	5,499.23	1740 ASL Club	2,689.48
1120 AVID Club	2,681.35	1744 Auto Skills USA Amphi Chapter	4,525.20
1172 Dance Club	122.10	1745 Soccer -Boys	112.82
1180 Basketball -Boys	5,862.53	1770 Softball Club	527.02
1200 Panther Partners Club	1,323.45	1780 Spanish Club	1,662.31
1226 Early Childhood Club	2,325.79	1785 AHS Spiritline Cheer	37.18
1227 Yearbook Club	2,369.20	1790 Cross Country Club -Girls	819.87
1230 Fashion Sewing Club	-	1803 HOSA Club	7,099.04
1234 FFA Club	1,173.45	1830 Swim Club	912.89
1235 FFA - Loan Funds	13,048.68	1835 Tennis -Girls	11.72
1245 French Club	1,831.33	1840 Tennis -Boys	12.47
1250 FBLA Club	90.67	1850 Tech Theater Club	380.68
1255 A/V Panthers Club	4,120.41	1860 Trackers - Track & Field Club	705.88
1261 The Game Club	51.00	1900 Volleyball -Girls	7,493.21
1275 Girls Golf Club	-	1905 Beach Volleyball	4,179.81
1280 Greenhouse Club	62.70	<b>1950 Bookstore Over/Short</b>	0.52
1290 Wrestling	649.14	1965 Astronomy Club	-
1300 Football Club	1,922.41	1983 Amphi Welding Club	140.00
1310 Inter Act Club	1,403.56		
1350 Volleyball -Boys	109.35		

<b>Amphi HS Total Clubs</b>	<b><u>\$ 107,012.25</u></b>
Plus: Outstanding Checks	4,329.15
Less: Outstanding Deposits (Inc CC's)	(6,053.29)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
<b>Bank Balance</b>	<b><u>\$ 105,288.11</u></b>

Sweep Account \$ 105,288.11  
0.00

**Canyon Del Oro High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending October 31, 2025**

1001 Student Government	\$ 21,158.09	1420 IB Club	\$ 259.47
1020 Academic Decathlon	2,544.15	1425 Anime Club	-
1031 Black Excellence Student Union	231.50	1470 Soccer -Girls	-
1033 Awareness	15.00	1480 Link Crew	12,527.42
1034 Art Club	203.00	1530 Model United Nations	208.84
1070 Band Club	3,805.64	1560 National Honor Society	1,369.65
1081 Be Kind /Ben's Bell Club	465.64	1580 Youth and Government	1,520.00
1083 Biology Club	554.21	1590 Odyssey of the Mind	8,165.80
1084 Bowling Club	29.44	1600 Orchestra Club	9.55
1085 Golf -Boys	16,067.34	1650 Psychology Club	28.00
1110 Basketball -Girls	5.63	1740 Sign Language Club	376.02
1111 Book Club	20.62	1742 Senior Spirit Squad	632.82
1113 Drama Club	1,273.46	1743 Skills USA Construction	15,513.32
1115 Choir	1,548.49	1744 Skills USA Autos	20,895.34
1118 Engineering Club	603.16	1745 Soccer -Boys	27.60
1128 Mountain Bike	-	1770 Softball Club	-
1140 Chemistry Club	752.57	1780 Spanish Club	616.92
1145 Chess	2,907.74	1785 Spiritline/ Pomline	5,986.57
1150 Culinary Arts/FCCLA	3,765.40	1786 Stunt & Cheer	14,047.68
1155 Catering	13,253.36	1790 Cross Country	5,271.63
1170 Debate Club	-	1800 HOSA-Future Health Professionals	2,256.25
1172 Dance	3,352.86	1810 CDO Travelers' Club	-
1180 Basketball -Boys	-	1830 Swim Club	5,729.44
1200 DoradoTeam	1,906.19	1835 Tennis -Girls	4,058.37
1220 Girls Who Code Club	-	1840 Tennis -Boys	1,874.94
1224 Entrepreneurship Club	46.00	1860 Track & Field Club	17,024.68
1225 Environmentalist Club	211.22	1865 TRI-M Club	216.70
1226 Early Childhood	5,160.51	1900 Volleyball -Girls Club	-
1227 Yearbook	6,521.11	1905 Beach Volleyball	1,164.13
1230 FCA Club	81.61	1911 Poetry Club	-
1245 French Club	126.76	1915 CDO Pickleball Club	211.22
1250 FBLA	3,529.03	1916 Podcast Club	-
1254 Fashion Photography	33.00	1917 Clay Club	587.65
1255 Photography Club	1,557.71	1918 CDO Newspaper Club	-
1267 LGBTQ+	266.62	1919 Literature Club	-
1270 German Club	296.06	1921 CDO Aeronautics	300.00
1275 Golf -Girls	7,827.35	1922 Mud Club	631.00
1290 Wrestling	8,185.19	1923 Skate Club	-
1300 Football Club	10,416.79	1924 Climbing Club	-
1310 Interact	-	1940 Fashion History Club	30.00
1345 Take-A-Hike Club	-	1940 Decision Point Club	-
1350 Volleyball -Boys	952.50	1950 Bookstore Over/Short	-

**CDO HS Total Clubs** **\$ 241,215.96**

Plus: Outstanding Checks 2,820.24  
Less: Outstanding Deposits (Inc CC's) (18,155.05)  
NSF Checks/Void/Stale/Account Adj -  
Deposit Error/Adjustments -

**Bank Balance** **\$ 225,881.15**

**Ironwood Ridge High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending October 31, 2025**

1001 Student Government	\$ 43,966.62	1430 Key Club	\$ 1,937.61
1035 Art Club	1,706.53	1450 Speech & Debate	-
1040 Photography/Skills USA	18,016.30	1470 Soccer -Girls	8,264.89
	-	1530 Model United Nations	-
1055 Fashion Design	-	1560 National Honor Society	1,784.85
1070 Band Club	3,135.01	1575 PHP-People Helping People	-
1080 Baseball	1,284.47	1595 Japanese	-
1083 Science Club	-	1600 Orchestra Club	3.75
1085 Golf -Boys	3,899.55	1700 Club Green	1,223.36
1090 Book Dazzlers	\$10.00	1740 Sign Language	399.00
1095 Ridge Audio	2,627.85	1745 Soccer -Boys	13,262.60
1110 Basketball -Girls	1,369.85	1750 Robotics Club	2,029.68
1113 Drama	663.14	1755 Sports Medicine-HOSA	125.00
1115 Choir	686.80	1770 Softball Club	831.31
1128 Cycling Club	-	1785 Spiritline/Cheer Club	4,562.48
1150 Culinary Arts	1,822.86	1790 Cross Country	906.13
1173 Pomline	0.58	1800 Sports Medicine Trainers	314.41
1180 Basketball -Boys	1,938.60	1803 Healthcare - HOSA	1,091.00
1203 Pop till you Drop	2,945.89	1830 Swim Club	5,795.65
1226 Early Childhood	1,631.98	1835 Tennis -Girls	3,388.08
1227 Yearbook	90,758.65	1840 Tennis -Boys	4,984.88
1230 FCA-Future Christian Athletes	-	1850 Technical Theater Club	78.53
		1860 Track & Field Club	-
1256 Film/On the Ridge Design	7,656.25	1900 Volleyball -Girls	21,920.12
1260 Gaming	114.95	1905 Beach Volleyball	5,435.73
1266 Q Club	399.57	1910 Imprints of Honor	1,412.65
1275 Golf -Girls	2,528.32		
1290 Wrestling	787.84	<b>1950 Bookstore Over/Short</b>	-
1300 Football	19,554.09		
1350 Volleyball -Boys	8,291.85		

<b>Ironwood Ridge HS Total Clubs</b>	<b><u>\$ 295,549.26</u></b>
Plus: Outstanding Checks	2,640.76
Less: Outstanding Deposits (Inc CC's)	(85,336.50)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	6.00
<b>Bank Balance</b>	<b><u>\$ 212,859.52</u></b>

Sweep Account \$ 212,859.52  
0.00



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF METING:**     **March 10, 2026**

**TITLE:**           **Award of Contract for Wide Area Network (WAN) Services Based Upon Responses to RFP 20946795-APSFY29**

---

**BACKGROUND:**

Request for Proposals RFP 20946795-APSFY29 for Wide Area Network Services was posted for 19 days on the Arizona Purchasing site on [www.AZPurchasing.org](http://www.AZPurchasing.org) and the Universal Services Administrative Company (E-Rate). There were two vendors who responded. The results were:

Conterra Fiber Solutions – Highest Ranking Vendor

Lumen – Second Highest Ranking Vendor

This Request for Proposal was issued to meet the requirements of the District’s E-Rate application for 2026-2027. The actual purchase of the services is subject to the receipt of E-Rate funds.

**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board determine that **Conterra Ultra Broadband, LLC** is the highest qualified vendor for this service and authorize the Administration to negotiate any other agreements or contract terms that the Administration determines to be fair and reasonable for this project.

---

**INITIATED BY:**

A handwritten signature in cursive script that reads "Scott Little".

---

Scott Little, Chief Financial Officer

Date: February 24, 2026

A handwritten signature in cursive script that reads "Todd A. Jaeger".

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Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING: March 10, 2026**

**TITLE: Award of Contract for the Recycling/Disposal of Surplus Electronic Equipment-  
Based Upon Responses to Request for Quote (RFQ) 2526001**

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**BACKGROUND:**

Request for Quote 2526001(RFQ) for the Recycle/Disposal of Surplus Electronic Equipment was posted for 19 days on the Arizona Purchasing site on [www.AZPurchasing.org](http://www.AZPurchasing.org). This solicitation requested pricing for Recycle/Disposal of Surplus Electronic Equipment. The sale of this surplus is revenue to the district. There were thirty-one vendors who downloaded and nine responsive. The results were:

Vendor	Quote
Zero Waste	\$ 13,500.00
4 Tempus	\$ 11,818.50
Lexington	\$ 13,690.93
Pedal Point	\$ 7,825.34
Milestone Tech	\$ 8,000.00
Pulse Supply	\$ 18,000.00
Ample ReFresh	\$ 22,683.00
Ewaste	\$ 32,856.00
Tech Buy Back	\$ 38,375.00

**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board award the sale of surplus equipment to **Tech Buy Back** as determined by their responsive proposal to RFQ 2526001 for the Recycle/Disposal of Surplus Electronic Equipment.

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**INITIATED BY:**

Scott Little, Chief Financial Officer

Date: February 24, 2026

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Todd A. Jaeger, J.D., Superintendent



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**       **March 10, 2026**

**TITLE:**       **Approval to Provide Post-Retirement Employment Opportunities during the 2026-2027 Fiscal Year**

---

**BACKGROUND:**

Arizona's school funding formulas pose challenges for public school districts in competing for essential personnel, exacerbated by the ongoing national labor shortage following the "Great Resignation" of 2021. Despite increased employee turnover and rising wages in the market, public schools struggle to keep pace with private industry due to stagnant state funding formulas. As a result, districts face wage compression with each annual minimum wage hike, unable to match the hiring power of private employers who can adjust consumer pricing.

The state's failure to adapt funding to accommodate mandated minimum wage increases since January 2017 further compounds the issue. The shortage of qualified teachers worsens, especially in critical disciplines like math and science, aggravated by retirements and competition from other sectors. Even after the disruptions of the COVID-19 pandemic, teacher attrition remains a pressing concern nationwide.

Federal and state laws mandate high qualifications for educators despite workforce shortages. Amphitheater Public Schools, like many districts, offers salary incentives for hard-to-fill positions and utilizes a third-party arrangement with Educational Services, Inc. (ESI) to retain retirees, preserving valuable skills. Last year, the ESI contract was procured through the Mohave Cooperative, a procurement cooperative approved by the State of Arizona.

**Lease-Back Employee Option**

Arizona state law permits school districts to lease-back retired personnel from a third-party vendor, like ESI, without violating state retirement rules. The legality of retaining retired teachers and other employees through a third party "lease-back" arrangement is expressly established in A.R.S. § 15-502. It reads in relevant part:

*"The governing board may obtain the services of any employee, including teachers, substitute teachers and administrators, by contracting with a private entity that employs personnel required by the school district."*

Recognizing that the District has a goal of hiring employees directly when possible, the District has offered a program to lease-back ASRS retirees through a third-party vendor ("TPV"), like ESI, for several years, and participants have been very positive about the opportunity. The program's approval by the Board expires at the end of this fiscal year.

**Benefits of Hiring Retired Employees**

Permission to hire ASRS retirees in FY 2026-2027, whether by direct-hire or by lease through a TPV, is more important than ever. The District needs to be able to retain the loyal and dedicated employees who have helped

it continue services to students and the community. An employee eligible to retire risks losing retirement payments to which they are entitled if they wait to retire to be able to continue working at the District.

By granting permission to hire ASRS retirees, the District employees who are eligible to retire will benefit because they will not have to wait to retire to continue doing their current job. Instead, they will be able to keep earning an income from the District while also receiving the retirement income that they are eligible to receive. It will also benefit the District by enabling it to retain loyal and trained employees, and by expanding the number of eligible candidates who the District can hire to fill its vacancies. There is also a slight savings when the District hires an ASRS retiree, particularly when the employee is a direct hire, since the alternative contribution owed to ASRS for an ASRS Retiree Return to Work is slightly less than for an employee who participates in the ASRS system.

### **Proposed Terms and Conditions for Retired Employees**

It is proposed that the Board permit the hiring of retirees through a TPV to fill a District position under the following terms and conditions:

1. The post-retirement employment option will be offered for the 2026-2027 fiscal year and allow the retiree's retention through a TPV, such as ESI, as may be selected by the District from the available options through the Mohave procurement cooperative, or its equivalent, beginning on July 1, 2026.
2. This option will be available for all employment classifications in the District who retired with an ASRS-provider less than twelve months (365 calendar days) before July 1, 2026. However, it is recommended that qualified retired individuals who have been separated from direct employment with an ASRS-provider for more than twelve months by July 1, 2026 be hired directly by the District, which will avoid TPV fees for that individual, and, if the retiree is in a position for which a District contract is issued, that the appropriate ASRS Retiree Return to Work contract version be issued for the retired staff member.
3. In the event of an emergency, the Superintendent or designee may appoint a retiree to fill a position on a temporary basis. This temporary appointment may be in effect for only one school year or until the position is otherwise filled, whichever comes first. The temporary appointee may apply for the position and go through the competitive process as stated above.
4. The terms of the retiree's employment with the approved TPV will be determined by the provider in consultation with the District, and the retiree must acknowledge those terms prior to placement with the District.
5. It is further recommended that an ASRS retired employee who is currently working for the District, whether hired through a TPV or by direct hire with the District (once qualified), continue to be compensated at the same rate (prorated by FTE) as this year and receive the benefit of any Board-approved compensation increase that may be approved for FY 2026-2027 if they remain in the same classification. The compensation of any ASRS Retiree Return to Work who is hired as a new hire or who is hired into a different classification from that worked in FY 2025-2026 shall be paid at 100% of the wage for which a non-ASRS retiree would qualify in the same circumstances.
6. Employment transitions between direct hire by the District and employment with the TPV (or vice versa) must occur at the beginning of an academic/fiscal year depending on the retiree's work calendar or at the beginning of the second semester in January. Personnel employed in a grant funded position may only

transition between direct hire by the District and employment with the TPV (or vice versa) at the beginning of an academic/fiscal year.

7. The approved TPV will make and/or pay all appropriate payroll deductions and taxes. The District will pay a service fee to the provider as determined by the District's contract with the vendor. The District will also make the requisite contribution to the ASRS, which does not modify the retiree's retirement benefits.
8. Personnel placed with the District through this program must meet all District, Arizona state and federal qualification standards, including but not limited to, fingerprint/background clearance, certification, endorsement, education level, and licensure.
9. Regardless of their status as employees of a third party rather than the District, all personnel placed with the District must comply with district, state and federal laws, policies, regulations, directives as well as school improvement plans of Amphitheater Public Schools.

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**RECOMMENDATION:**

This item is presented for the Board's discussion, consideration and, if desired, approval and direction to the Administration.

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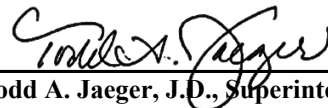
**INITIATED BY:**



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**John Hastings,**  
**Director of Human Resources**

**Date: March 2, 2026**



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**Todd A. Jaeger, J.D., Superintendent**



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:**     **March 10, 2026**

**TITLE: Approval of Regional Cooperative Agreement with the Arizona School for the Deaf and the Blind**

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**BACKGROUND:**

The Amphitheater School District participates in a regional cooperative agreement with the Arizona School for the Deaf and the Blind (ASDB) to support students who are deaf, hard of hearing, blind, or visually impaired. Through this agreement, ASDB provides access to specialized staff and services, including teachers of the deaf and hard of hearing, teachers of the visually impaired, and orientation and mobility specialists.

The cooperative model supports meeting special education requirements while ensuring students receive services aligned with their Individualized Education Programs (IEPs) and have access to the general education curriculum.


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**RECOMMENDATION:**

It is the recommendation of the Administration that the regional cooperative agreement with the Arizona School for the Deaf and the Blind be approved.

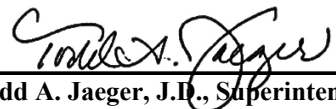
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**INITIATED BY:**

  
**Kristin McGraw,**  
**Executive Director of Student Services**

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**Date: March 9, 2025**

  
**Todd A. Jaeger, J.D., Superintendent**

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AGREEMENT

Between

The Arizona State Schools for the Deaf and the Blind  
and Participating Public Schools or Other Approved  
Educational Program

Amphitheater Unified District (10-02-10-000)

RE: Regional Cooperative Agreement  
Region 2

Page 2 of 13

Date Initiated:

8/1/2025

“Deafness,” as defined by 34 C.F.R. § 300.8(c)(3) means “a hearing impairment that is so severe that the child is impaired in processing linguistic information through hearing, with or without amplification that adversely affects a child's educational performance.”

“Free appropriate public education” or “FAPE” as that term is defined by 20 U.S.C. § 1401(9), means “special education and related services that have been provided at public expense, under public supervision and direction, and without charge that meet the standards of the State educational agency include an appropriate preschool, elementary school, or secondary school education in the State involved and are provided in conformity with the Individualized Education Program.”

“Hearing impairment,” as defined by 34 C.F.R. § 300.8(c) (5) means “an impairment in hearing, whether permanent or fluctuating, that adversely affects a child's educational performance but that is not included under the definition of deafness.”

“IEP” means “individualized education program,” as that term is defined by 20 U.S.C. § 1401 (14) and 34 C.F.R. 300.320-328 and A.R.S. § 15-761(11).

“IEP Team” means “individualized education program team” as that term is defined by 34 C.F.R. 300.321, A.R.S. § 15-761(12) and A.A.C. R7-2-401(G).

“Institutional voucher” is the fund that provides monies for the education of a student who requires institutional placement or who has been placed in a residential facility by a state placing agency. A.R.S. §15-1204.

“Least Restrictive Environment” is the least restrictive and least intrusive setting in which the child’s educational needs can be safely and adequately met, including the treatment of the child’s qualifying diagnosis or behavioral health disorder. 34 C.F.R. 300.114-120.

“Multiple disabilities,” as defined by 34 C.F.R. § 300.8(c) (7), means “concomitant impairments (such as mental retardation-blindness or mental retardation-orthopedic impairment), the combination of which causes such severe educational needs that they cannot be accommodated in special education programs solely for one of the impairments.”

“Other Approved Educational Programs” as that term is used in A.R.S. § 15-1302 (D) & ( E ) includes , but is not limited to, charter schools which are defined as public schools , A.R.S § 15-101 (4) and elementary and secondary educational facilities funded by the Bureau of Indian Affairs Grant as BIE, Tribally Controlled or Community Schools

Party” or “Parties” means ASDB or the Participating School, the parties to this Agreement.

“Public Education Agency” or “PEA” means a school district, charter school, accommodation school, state supported institution, or other political subdivision of the state that is responsible for providing education to children with disabilities.” A.A.C. R7-2-401(B) (16).

“Qualified Student,” as that term is used in this Agreement, means a student with deafness, hearing impairment, deaf-blindness, or visual impairment (as defined in this section) who is enrolled in a school that participates in a Regional Cooperative.

<b>AGREEMENT</b> Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program Amphitheater Unified District (10-02-10-000)	RE: Regional Cooperative Agreement Region 2	
	Page 3 of 13	Date Initiated: 8/1/2025

“Regional Co-operative” or “Cooperative” means a “regional program in appropriate locations in this State,” A.R.S. § 15-1302(A), that offers optional services to enable Participating Schools to identify and to serve students enrolled in those schools with a hearing impairment, deafness, and/or a visual impairment more efficiently and cost-effectively than they could do separately.

“Related services,” as that term is defined by 20 U.S.C. § 1401(26), means supportive services designed to enable a student with a disability to receive a FAPE as described in the student’s IEP.

“Student” means a “[person] with disabilities” pursuant to 34 C.F.R. 300.7, who is between the ages of three and twenty-two who has not received a regular high school diploma.

“Supplementary Aids and Services,” as that term is defined by 20 U.S.C. § 1401(33), means aids, services, and other supports that are provided in regular education classes or other education-related settings to enable children with disabilities to be educated with nondisabled children to the maximum extent appropriate.

“Visual impairment,” as that term is defined by 34 C.F.R. § 300.8(c) (13), includes blindness and means “an impairment in vision that, even with correction, adversely affects a child’s educational performance. The term includes both partial sight and blindness.”

**IV. RESPONSIBILITIES**

- A. The Participating School is responsible for providing a FAPE to every student enrolled in its school(s).
  - 1. As the student’s PEA or Other Approved Educational Program, , the Participating School must establish an IEP for its Qualified Student that meets the standards set forth in applicable federal and State laws, including but not limited to: adherence to procedural safeguards, child find, evaluation, consideration of the appropriate continuum of services and supports for students, establishment of measurable IEP goals, and identification of instructional or support services by appropriate personnel pursuant to A.A.C. R7-2-401(G).
    - a. The Participating School is responsible for identifying the need for services related to hearing or visual impairment.
    - b. If a student’s suspected or confirmed hearing or visual disability begins to interfere with educational progress, the Participating School should contact ASDB as soon as possible.
      - i. When the Participating School requests services from ASDB, ASDB (through the Regional Cooperative) will make its staff available or require its staff to participate in team meetings relating to identification, evaluation, or placement of a Qualified Student attending the Participating School when ASDB’s participation is deemed appropriate or necessary by mutual agreement of the Parties.
      - ii. The Participating School shall notify the Regional Cooperative’s staff in writing of such meetings sufficiently in advance of such meetings.

AGREEMENT

Between

The Arizona State Schools for the Deaf and the Blind  
and Participating Public Schools or Other Approved  
Educational Program

Amphitheater Unified District (10-02-10-000)

RE: Regional Cooperative Agreement  
Region 2

Page 4 of 13

Date Initiated:  
8/1/2025

- iii. The time for providing notice must be reasonable under the circumstances to allow Regional Cooperative staff to complete mandatory evaluations pursuant to A.R.S. § 15-761(8),(39), and A.A.C. R7-2-401(E), and to attend meetings regarding eligibility or placement decisions.
  - iv. The Participating School must provide notice to ASDB as early as possible, but no later than the date that it notifies the parent of the student or the adult student of the meeting.
  - c. The Participating School is responsible for ensuring that the student receives a FAPE in conformity with his or her IEP pursuant to 34 C.F.R. § 300.17(d), including special education and related services for students with multiple disabilities that are in addition to the student's hearing loss or vision loss.
2. The Participating School shall assist ASDB in providing the qualified services by:
- a. To the extent legally permissible, providing transportation necessary to enable its Qualified Students to access the programming or other services that are provided by ASDB through the Regional Cooperative pursuant to this Agreement. Such services may be provided at the instant Participating School or at other Participating Schools within the area covered by the Regional Cooperative.
  - b. Providing space and non-specialized materials and equipment for services provided by the Regional Cooperative at the Participating School site.
  - c. Cooperating with the Regional Cooperative to facilitate the delivery of services provided by the Regional Cooperative.
  - d. Providing all other special education and related services not related to hearing loss or vision loss.
- B. ASDB shall offer services related to visual and hearing disabilities to Qualified Students enrolled at the Participating School in its Regional Cooperative.
- 1. ASDB will provide oversight and management over the Regional Cooperative's operations.
    - a. ASDB will employ a Regional Director to oversee the planning, development, operation, and daily function of the Regional Cooperative.
    - b. The Regional Director will receive support and guidance from the "ASDB Regional Advisory Council"
      - i. The Advisory Council is a group of individuals, representing Participating Schools and ASDB that reviews guidelines for the administration of the Regional Cooperatives and provides support, program guidance and the exchange of information for the Regional Directors of the Regional Cooperatives.

AGREEMENT

Between  
The Arizona State Schools for the Deaf and the Blind  
and Participating Public Schools or Other Approved  
Educational Program

Amphitheater Unified District (10-02-10-000)

RE: Regional Cooperative Agreement  
Region 2

Page 5 of 13

Date Initiated:  
8/1/2025

- ii. All financial decisions, including but not limited to: setting membership rates, establishing fee schedules, reimbursing tuition vouchers, and approving expenditures of the Regional Cooperative's revenues remain the sole responsibility of ASDB.
- 2. ASDB, through its Regional Cooperative, shall provide resources to the Participating School.
  - a. Resources directly related to or resulting from an Qualified Student's hearing loss or vision loss pursuant to A.R.S. § 15-1302(D) include:
    - i. Assessments.
    - ii. Program planning and staff development.
    - iii. Information services for parents, families and the public.
    - iv. Research and development to promote improved educational programs and services.
  - b. With reasonable advance notice from the Participating School, ASDB, through its Regional Cooperative will:
    - i. Make its staff available or require its staff to participate in team meetings relating to child find, evaluation, or placement of a student attending a participating public school when ASDB's participation is appropriate or necessary by mutual agreement of the Parties.
    - ii. Assist the Participating School to complete mandatory evaluations for eligibility or placement decisions.
  - c. If a Qualified Student newly enrolls or transfers into a Participating School, the Participating School may make a temporary 30-day placement for the Qualified Student.
    - i. A Participating School that makes a temporary 30-day initial placement shall notify ASDB within 5 days of the placement.
    - ii. Upon receiving the required notice, ASDB, through its Regional Cooperative, will make its staff available or require its staff to participate in the 30-day review.
- 3. ASDB, through its Regional Cooperative, will provide resources for Qualified Students when the resources are necessary as determined by the IEP team and by mutual agreement of the Parties to address the hearing or visual disability.
  - a. The available resources for qualified students may include:
    - i. Special curriculum.
    - ii. Equipment and materials.

<p style="text-align: center;"><b>AGREEMENT</b> Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program Amphitheater Unified District (10-02-10-000)</p>	<p>RE: Regional Cooperative Agreement Region 2</p>	
	<p>Page 6 of 13</p>	<p>Date Initiated: 8/1/2025</p>

iii. Supplemental related services.

iv. Special short-term programs.

b. Exclusions:

i. ASDB will not provide instruction and services to Qualified Students that do not directly relate to hearing or visual disabilities. Examples of services that ASDB will not provide include, but are not limited to: medical care, nursing services, behavioral health aides, foreign language interpreters, mobility devices for physical disabilities, occupational or physical therapy, speech/language therapy, and/or transportation.

ii. ASDB will not duplicate existing services available at the Participating School pursuant to A.R.S. § 15-1302(E).

c. ASDB, through its Regional Cooperative, shall make reasonable efforts to meet the needs of any Qualified Student but this Agreement shall not obligate ASDB or its staff to: assume any duty that is not required by law, perform an impossible or impracticable action, or expend public resources in excess of its available funds. A.R.S. § 1-254.

4. **Addendum A** sets forth examples of services that may be available for the Participating School or its Qualified Students from ASDB, through its Regional Cooperative. This list is not comprehensive, exclusive, or binding. It is subject to modifications and provides examples, not assurances. This list shall not be construed by any party or persons to create any benefit for any party, organization, or person that is enforceable by law.

C. This Agreement does not relieve any party of its legal duties under applicable Federal or State law.

**V. FINANCING**

A. **Background.**

1. **Administrative costs.** The State of Arizona provides ASDB with a legislative appropriation that supports the administrative costs of operating the Regional Cooperatives and providing services on behalf of the Participating Schools.

2. **Instructional and service costs.** The Participating Schools that join the Regional Cooperative combine their resources to share the costs associated with the specialized instruction, services, and equipment that pertain to the hearing or visual disabilities of qualified students enrolled in the Participating Schools.

B. **Membership fees.**

1. Each participating school pays a membership fee for its membership in the Cooperative.

AGREEMENT Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program Amphitheater Unified District (10-02-10-000)	RE: Regional Cooperative Agreement Region 2	
	Page 7 of 13	Date Initiated: 8/1/2025

2. ASDB has established the membership fees with the intent that these fees will cover the cost of Supplementary Aids and Services that pertain to hearing or visual disabilities for Qualified Students enrolled in the Participating School.
3. The membership fee schedule for schools in each Region is attached as **Addendum B** to this Agreement and is incorporated by reference. The membership fee schedule is subject to modification on an annual basis. ASDB shall provide a Participating School with reasonable and timely notice of any changes to the membership fee schedule prior to billing at an adjusted rate.

C. **Instructional Costs.** Schools that participate in the Regional Cooperatives share the instructional costs related to hearing or visual disabilities for a Qualified Student enrolled at a Participating School either through institutional voucher funds or through a fee for services agreement.

1. **Institutional vouchers.** A Regional Cooperative may apply for and use an institutional voucher, *see* A.R.S. §§ 15-1201 through -1205, towards the instructional costs of its Qualified Student(s).
  - a. Participating Schools, unless otherwise agreed upon by ASDB, shall use the institutional voucher to pay ASDB, through its Regional Cooperative, for services that address the hearing and visual disabilities of qualified students. *See* A.A.C. R7-2-404(A).
  - b. The use of an institutional voucher to pay for services from ASDB, through its Regional Cooperative, does not divest responsibility from the Participating School for providing a FAPE.
    - i. A Participating School that uses an institutional voucher to pay for cooperative services cannot designate ASDB, its Regional Cooperatives, or its employees, as the PEA that is responsible for providing an education to Qualified Students.
    - ii. A Qualified Student, whose Participating School uses the institutional voucher to pay ASDB for services provided through its Regional Cooperatives, is not “enrolled” or “attending” ASDB, as contemplated by A.A.C. R7-2-404(A).
  - c. In appropriate situations, the Participating School may be eligible for reimbursement of unexpended institutional vouchers payments. *See Addendum C* for an example of anticipated reimbursements to participating schools.
  - d. **Additional Fees or Costs.** In certain situations, ASDB may need to assess fees and/or costs incurred by ASDB to the Participating School when the costs for services that are directly related to a Qualified Student’s hearing impairment, deafness and/or a visual impairment exceed institutional voucher funds.

AGREEMENT

Between

The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program

Amphitheater Unified District (10-02-10-000)

RE: Regional Cooperative Agreement  
Region 2

Page 8 of 13

Date Initiated:  
8/1/2025

- i. Additional costs will be negotiated on a case by case basis, approved by the ASDB Superintendent, the Regional Director of the Regional Cooperative, and the appropriate designee of the Participating School.
  - ii. ASDB, through the Regional Cooperatives, may not incur any obligation or make any expenditure that is not authorized by appropriation or allotment to provide specific services for a Qualified Student pursuant to A.R.S. § 1-254.
2. **Fee for services.** For those students with additional disabilities identified by the MET/IEP. a Participating School shall reimburse ASDB for its costs in providing services through the Regional Cooperative under a Fee For Service agreement *See Addendum D.*
- a. A fee for service schedule will vary depending on location, nature, duration, and extent of services provided by ASDB through its Regional Cooperative.
  - b. The fees for services may change at unexpected intervals. ASDB shall provide a Participating School with reasonable and timely notice of any changes to a fee schedule prior to billing at an adjusted rate.
3. ASDB, through its Regional Cooperatives and Regional Directors, shall maintain the budgets for each Regional Cooperative.

VI. **DURATION, TERMINATION, AND DISPOSITION OF PROPERTY**

- A. **Duration.** This Agreement shall become effective after approval by each Party’s respective Governing Board on the later of the date of execution by ASDB and the Participating School.
- 1. The duration of the Agreement shall be for 5 years after the date of execution.
  - 2. It may be extended for an additional 5 years upon approval of the parties’ respective Governing Boards.
- B. **Termination.**
- 1. The parties may terminate this Agreement prior to the end of its terms as follows:
    - a. **Mutual Agreement.** The parties may terminate the Agreement by mutual agreement by providing written notice of termination specifying the date of termination prior to termination of the Agreement. ASDB shall continue to provide services, through its Regional Cooperative, and the Participating School shall continue to pay for the services throughout the notification period.
    - b. **Unilateral.** Either party may terminate the Agreement by providing written notice of termination 90 days prior to termination. ASDB shall continue to provide services, through its Regional Cooperative, and the Participating School shall continue to pay for the services throughout the notification period.

<b>AGREEMENT</b> Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program Amphitheater Unified District (10-02-10-000)	RE: Regional Cooperative Agreement Region 2	
	Page 9 of 13	Date Initiated: 8/1/2025

2. **Termination by law.** Notwithstanding any other provision regarding duration or termination of this Agreement, this Agreement is subject to termination by the following operations of law.
- a. **Non-Availability of Funds.** This Agreement shall be subject to available funding and nothing in this Agreement shall bind any Party to expenditures in excess of funds appropriated and authorized for purposes outlined in this Agreement.
- i. If funds are reduced or otherwise unavailable, either Party may take any of the following actions: (1) cancel the Agreement by providing advanced written notice to the other Party or (2) revise the requirements imposed by this Agreement to reduce the level of services or compensation through a written amendment mutually executed by the Parties.
  - ii. If funds are not allocated and available for the continuance of this Agreement, the non-appropriated party may terminate this Agreement by providing advanced written notice to the other Party as outlined above in Section VI(B)(2)(a)(i) and such termination shall be effective at the end of the period for which funds are available.
  - iii. The Superintendent of ASDB and the Governing Board of the Participating School shall have sole discretion to determine the availability of funds for its respective entity.
  - iv. Each party shall notify the other party as soon as possible when services or payment may or will be affected by a fund shortage.
  - v. No liability shall accrue to the terminating party in the event this provision is exercised, and the terminating party shall not be obligated or liable for any future payments or for any damages as a result of termination under this paragraph.
3. **Conflict of Interest Cancellation.** This Agreement is subject to cancellation under A.R.S. § 38-511, as it pertains to the cancellation of State contracts.

C. **Disposition of Property upon Termination of Agreement.** Property acquired by the Parties in order to perform its respective responsibilities and obligations under the terms of this Agreement shall be disposed of upon termination of the Agreement as follows:

- 1. All property purchased by ASDB shall remain the sole property of ASDB;
- 2. All property purchased by a Participating School shall remain the sole property of the Participating School.

**VII. GENERAL TERMS AND CONDITIONS**

A. **There are no third party beneficiaries.** This Agreement shall not be construed to provide any additional rights, causes of action, or participation in the placement process

AGREEMENT

Between

The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program

Amphitheater Unified District (10-02-10-000)

RE: Regional Cooperative Agreement  
Region 2

Page 10 of 13

Date Initiated:  
8/1/2025

to any students, parents, or interested persons beyond those enumerated in federal or state law.

- B. **Modification:** Modifications within the scope of this Agreement shall be made by mutual consent of the parties, and by the issuance of a written modification, signed and dated by all parties, prior to any changes being performed. Notwithstanding this provision, ASDB may modify fee schedules or membership rates in the manner specified, above.
  - 1. Either Party shall give written notice to the other Party of any non-material alteration that affects the provisions of this Agreement. Non-material alterations that do not require a written amendment are as follows:
    - a. Change of telephone number.
    - b. Change in authorized signatory.
    - c. Change in the name and/or address of the person to whom notices are to be sent.
- C. **Civil Rights Assurance and Nondiscrimination.** The parties agree to comply with Chapter 9, Title 41, Arizona Revised Statutes (Civil Rights), Arizona Executive Order No. 2009-09, and any other federal or state laws relating to equal opportunity and non-discrimination, including the Americans with Disabilities Act.
- D. **Records and Audits.** Pursuant to A.R.S. §§ 35-214, 35-215, and 41-2548, all books, accounts, reports, files and other records relating to this Agreement shall be subject, at all reasonable times, to inspection and audit by the State during the term of this Agreement and for five years after the termination of this Agreement.
- E. **Indemnification**

**For District schools and "Other Approved Educational Programs that meet the definition of "public agency" in A.R.S. § 11-951 et seq.:** Neither party to this Agreement agrees to indemnify the other party or hold harmless the other party from liability hereunder.

**For Charter Schools and Other Approved Educational Programs (not meeting the definition of "public agency" in A.R.S. § 11-951 et seq.:** The Participating School shall indemnify, defend, save and hold harmless the Arizona State Schools for the Deaf and the Blind, the State of Arizona, its departments, agencies, boards, commissions, universities and its officers, officials, agents and employees ("Indemnitee") from and against any and all claims, actions, liabilities, damages, losses or expenses (including court costs, attorneys' fees, and costs of claim processing, investigation and litigation) ("Claims") for bodily injury (including death), or loss or damage to tangible or intangible property caused, or alleged to be caused, in whole or in part, by the negligent or willful acts or omissions of the Participating School or any of its owners, officers, directors, agents, employees or subcontractors. The indemnity includes any claim or amount arising out of or recovered under the Workers' Compensation Law or arising out of the failure of such Participating School to conform to any federal, state or local law, statute, ordinance, rule, regulation or court decree that is applicable to the Participating

<b>AGREEMENT</b> Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program Amphitheater Unified District (10-02-10-000)		RE: Regional Cooperative Agreement Region 2
Page 11 of 13	Date Initiated: 8/1/2025	

School. It is the specific intention of the parties that the indemnitee shall, in all instances, except for Claims arising solely from the negligent or willful acts or omissions of the indemnitee, be indemnified by the Participating School from and against any and all claims. It is agreed that the Participating School will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable.

F. **Insurance for Charter Schools and Other Approved Educational Programs (not meeting the definition of “public agency” in A.R.S. § 11-951 et seq.):** The Participating Schools shall obtain and maintain insurance in accordance with the laws of the State of Arizona.

**Waiver of Rights:** The Participating School and its insurers providing the required coverage shall waive all rights of recovery against the State of Arizona and the Arizona State Schools for the Deaf and the Blind.

G. **Participation in Similar Activities.** This Agreement in no way restricts the parties from participating in similar activities with other public or private agencies, organizations, and individuals.

H. **Limitations.** Nothing in this Agreement shall be construed as limiting or expanding the statutory responsibilities of parties in performing functions beyond those granted to them by law, or as requiring the parties to expend any sum in excess of its appropriations.

I. **Confidentiality.** Both Parties agree to comply with all applicable state and federal privacy laws including the federal Family Educational Rights and Privacy Act of 1974 and the Health Insurance Portability and Accountability Act of 1996.

J. **Anti-Trust Violations.** The parties shall assign any claim for overcharges resulting from antitrust violations to the extent that such violations concern materials or services supplied by third parties to the parties toward fulfillment of this Agreement to the State of Arizona.

K. **Privatization.** To the extent that this Agreement may require or lead to the privatization of any governmental function, the parties agree to comply with the requirements of A.R.S. § 41-2772.

L. **Choice of Law.** This Agreement shall be construed in accordance the laws of the State of Arizona.

M. **Arbitration:** To the extent required by A.R.S. §§ 12-1518(B) and 12-133, the parties agree to resolve any dispute arising out of this agreement by arbitration, except as may be required by other applicable statutes.

N. **Entire Agreement:** This Agreement contains the entire agreement of the Parties and supersedes all oral representations, negotiations, and prior writings between the parties with respect to the subject matter hereof.



<p style="text-align: center;"><b>AGREEMENT</b></p> <p style="text-align: center;">Between The Arizona State Schools for the Deaf and the Blind and Participating Public Schools or Other Approved Educational Program</p> <p style="text-align: center;">Amphitheater Unified District (10-02-10-000)</p>	RE: Regional Cooperative Agreement Region 2	
	Page 13 of 13	Date Initiated: 8/1/2025

**Attorney approval required.**

This Agreement has been reviewed, pursuant to A.R.S. §11-952, if applicable, by the undersigned attorney who has determined that it is in proper form and is within the powers and authority granted under the laws of the State of Arizona to the Participating School Governing Board.

By: 
Lisa Anne Smith  
Digitally signed by Lisa Anne Smith  
Date: 2026.03.04 17:01:55 -07'00'
  
Legal Counsel for Participating School

March 4, 2026  
Date

    Lisa Anne Smith      
Printed Name

This Agreement has been reviewed, pursuant to A.R.S. §11-952 if applicable, by the undersigned attorney who has determined that it is in proper form and is within the powers and authority granted under the laws of the State of Arizona to the ASDB Governing Board.

By: 
  
Legal Counsel for ASDB

3/9/2026  
Date

Elizabeth Norman, Assistant Attorney General  
Printed Name



## ADDENDUM A

### COOPERATIVE SERVICE OPTIONS AVAILABLE

In collaboration with ASDB's participating educational partners in Arizona, the regional cooperatives provide comprehensive direct, indirect, and non-teaching services related to students with qualified hearing and visual needs. Addendum A outlines examples of service options available to member districts and schools. Regional Cooperative Directors can provide further guidance on additional services options available upon request.

#### **Itinerant Services**

The qualified staff of Teachers of the Deaf/Hard of Hearing and Teachers of the Blind/Visual Impaired develop and revise individual educational plans with emphasis on specialized instruction, related services, and equipment for identified students with hearing or vision eligibilities.

Direct or consultative itinerant service may include, but are not limited to, specialized instruction per IEP team decision related to students hearing and/or vision needs.

Examples of specialized instruction for students who are deaf/hard of hearing are:

- Pre-teaching of concepts and vocabulary
- Listen and spoken language instruction
- Reading and writing instruction in conjunction with general education curriculum of the school district
- Content vocabulary
- Use of prior knowledge to expand on conceptual knowledge of classroom curriculum
- Instruction on the role and usage of an educational interpreter

Examples of specialized instruction for students who are blind or who have low vision are:

- Braille instruction
- Nemeth instruction
- Keyboarding skills
- Instruction on use of assistive technology/devices to access the general educational curriculum
- UEB instruction

## Addendum A

Related services include, but are not limited to, services provided to students with hearing and/or vision needs determined by the IEP Team.

Examples of related services for students who are deaf and/or hard of hearing, including deafblindness are:

- Educational interpreting
- Intervener
- Educational audiologists

Examples of related services for students who are blind or have low vision are:

- Orientation and mobility
- Braille production services
- Low vision support

Specialized equipment may include, but is not limited to, equipment related to the hearing and/or vision needs determined by the IEP Team.

Examples of specialized equipment for students who are deaf and/or hard of hearing, including deaf blindness are:

- Hearing assistive technology (HAT)
  - FM Technology
  - Infrared Technology
  - Bluetooth Technology
  - Hybrid Technology

Hearing Assistive Technology (HAT) includes a variety of amplification options that are individually selected to match the personal hearing needs of each student. This technology is professionally prescribed and routinely serviced to ensure excellent reliability and quality auditory access in diverse learning environments. The purpose of this technology is to enhance hearing accessibility for students without personal amplification as well as students with personal amplification such as hearing aids and implantable devices. Hearing Assistive Technology (HAT) equipment employs the advantages of both individually worn systems and classroom systems to best accomplish this goal.

Examples of specialized equipment for students who are blind and/or have low vision are:

- Braille writing devices
- Braille displays
- Compatible printers/scanners/OCR readers
- Screen readers/Reading applications
- Portable video magnifiers

## Addendum A

- iPads/Laptop with textbooks/Internet access/Screening sharing software
- Lighting options
- Hand held magnification for near and distance

### **Non-Teaching Services**

In collaboration with district education partners in Arizona, the regional cooperatives provide non-teaching services that support education programming for students with Hearing, Vision and Deafblind needs per the IEP Team decision.

Non-teaching services may include, but are not limited to:

- Support the educational programming
- Routine audiological testing and equipment monitoring for students using HAT
- Assistive Technology evaluations
- Functional Vision Assessments and/or Learning Media Assessments
- Clinical Low Vision examinations
- Training and technical assistance to general education and/or special education support teams
- Participation in initial re-evaluation process and related hearing and/or vision needs
- Orientation and Mobility training
- Active participation on multidisciplinary evaluation teams for initial and reevaluation of students with hearing and/or vision needs, including deafblindness



**ADDENDUM B**  
**MEMBERSHIP**  
**FEES**

Membership Fee for School Districts or Charter Schools

Fewer than 200 Students	\$	300.00
200 to 999 Students	\$	550.00
1000 to 4999 Students	\$	800.00
5000 or more	\$	1,050.00

Membership Fee for Other Approved Educational Programs

\$ 550.00



**REVISED VOUCHER REIMBURSEMENTS  
ADDENDUM C**

Rev. 08/15/25

ASDB will reimburse participating schools for each student whose institutional voucher is received – prorated based on the school calendar of the Participating School and the starting and ending dates of services provided to the student.

- Students with [Hearing Impairment eligibility](#) or [Visual Impairment eligibility](#) may receive approximately \$42 per day of enrollment based on 180 days of enrollment eligibility. Not to exceed \$7,500 per year.
  - Students who have interpreting services or Deaf Mentors assigned to them are not eligible for a voucher reimbursement.
  - Students who have a brailist assigned to them are not eligible for a voucher reimbursement.
- Students with [Multiple Disabilities eligibility](#) (does **not** include Deafblindness) may receive approximately \$50 per day of enrollment based on 180 days of enrollment eligibility. Not to exceed \$9,000 per year.
  - Students who have interpreting services or Deaf Mentors assigned to them are not eligible for a voucher reimbursement.
  - Students who have a brailist assigned to them are not eligible for a voucher reimbursement.

ASDB will inform participating schools about the amount of reimbursement each student is eligible for but it is the participating schools responsibility to invoice ASDB for the reimbursement.



**ADDENDUM D  
FEE FOR SERVICE SCHEDULE**

Fee for service rates are consistent across the regional cooperatives. Rates are based on the number of service minutes designated by a student IEP and must be provided by ASDB staff, and may include specialized equipment assigned to students.

Students who are not vouchered by ASDB but require provision of services for vision and/or hearing needs are placed on a fee for service schedule dependent on level of service. Those services are billed twice yearly by ASDB's Business Services.

**Fees by Service Level for School Districts and Charter Schools**

Direct Service (No equipment provided)

Direct/Indirect .....Up to 1 hour monthly.....\$3,080.00

Itinerant Services (Equipment provided per IEP recommendation)

Level I.....Up to 1½ hours of service per week .....	\$5,769.50
Level II.....More than 1½ and up to 3 hours of service weekly .....	\$8,068.50
Level III.....More than 3 and up to 5 hours of service weekly .....	\$12,100.00
Level IV.....More than 5 and up to 10 hours of service weekly .....	\$17,886.00
Level V.....More than 10 up to 15 hours of service weekly.....	\$23,650.00

**Fees by Service Level for Other Approved Educational Programs**

Direct Service (No equipment provided)

Direct/Indirect .....Up to 1 hour monthly.....\$4,004.00

Itinerant Services (Equipment provided per IEP recommendation)

Level I.....Up to 1½ hours of service per week .....	\$7,499.80
Level II.....More than 1½ and up to 3 hours of service weekly .....	\$10,488.50
Level III.....More than 3 and up to 5 hours of service weekly .....	\$15,730.00
Level IV.....More than 5 and up to 10 hours of service weekly .....	\$23,251.80
Level V.....More than 10 up to 15 hours of service weekly.....	\$30,745.00



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

**DATE OF MEETING:**        **March 10, 2026**

**TITLE:**            **Approval of Out of State Travel**

**BACKGROUND:**

**STAFF**

Todd Jaeger, Matt Munger, Jason Weaver, Erica Fox, Albert Malis, and Chris Gutierrez request permission to attend Grading From the Inside Out Workshop on March 31-April 2, 2026 in Franklin, Tennessee. Approximate cost of travel is \$14,652.00 and will be paid using Title II funds. Three school days will be missed, and no substitutes required.

Tiffany Bucciarelli-Fay requests permission to attend National Community Schools and Family Engagement Conference on May 26-29, 2026 in Long Beach, California. Approximate cost of travel is \$3,101.00 and will be paid using Preschool funds. No school days will be missed, and no substitutes required.

<b>BUDGET CODE KEY</b>		
140.26.100.2579.6360.510.0000	Title II	Training Non-Instructional, Employee Training, Office of Learning and Instruction
140.26.100.2579.6582.510.0000	Title II	Training Non-Instructional, Employee Travel, Office of Learning and Instruction
955.00.900.3320.6360.510.0000	IGA – PC	Community Schools, Employee Training, Office of Learning and Instruction
955.00.900.3320.6582.510.0000	IGA – PC	Community Schools, Employee Travel, Office of Learning and Instruction

**RECOMMENDATION:**

It is the recommendation of the administration that the above travel be approved.

**INITIATED BY:**

**Matthew Munger**  
Associate Superintendent for Secondary Education

**Date: March 1, 2026**

Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS  
STAFF TRAVEL/CONFERENCE REQUEST**

**THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.**

EMPLOYEE(S): Todd Jaeger Matt Munger

SCHOOL: School / Site

Elizabeth Jacome Jason Weaver Erica Fox

Department (opt.): \_\_\_\_\_

Rebecca Green AJ Malis Chris Gutierrez

DATE(S): March 31 – April 2, 2026

ACTIVITY/EVENT: Grading From the Inside Out Workshop

LOCATION: Franklin, Tennessee

ABSENCE: # Days 3 Sub Required:  Yes  No

# of School Days Missed 3

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

APPROXIMATE COST

BUDGET CODE/DESCRIPTION

(Note: Tax credit contributions are District funds and require a budget code.)

Registration	<u>\$ 6,152.00</u>		<u>140.26.100.2579.6360.510.0000</u>
Transportation	<u>\$ 4,280.00</u>	Mode <u>air</u>	<u>140.26.100.2579.6582.510.0000</u>
Meals	<u>\$ 1,520.00</u>		<u>140.26.100.2579.6582.510.0000</u>
Lodging	<u>\$ 2,700.00</u>		<u>140.26.100.2579.6582.510.0000</u>
Substitutes	<u>\$ 840.00</u>		<u>140.26.100.2579.6105.510.0000</u>
TOTAL	<u>\$14,652.00</u>		

The District will  (or) will not  receive reimbursement from outside sources.

\* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: Solution Tree's Grading from the Inside Out will support secondary leaders (teachers, administrators, and CISS) understanding and utilization of proficiency scales, developing formative/summative assessments, and the alignment between assessment types and student learning/grading.

Outcomes and academic benefits to students and staff: The conference will support staff's understanding of the purpose of assessment as a reflection of student learning/comprehension and grading. Student benefit will occur through the alignment of assessments and proficiency and a deeper understanding of their own learning.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- |                                                     |                                                 |                                                       |
|-----------------------------------------------------|-------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Caring                     | <input type="checkbox"/> Citizenship            | <input checked="" type="checkbox"/> Collaboration     |
| <input checked="" type="checkbox"/> Communication   | <input type="checkbox"/> Creative Thinking      | <input checked="" type="checkbox"/> Critical Thinking |
| <input checked="" type="checkbox"/> Problem-Solving | <input checked="" type="checkbox"/> Scholarship |                                                       |

The travel is necessary for the implementation of the project funding the travel.

Submitted by:

Mary Thatcher  
Signature

2/18/26  
Date

\_\_\_\_\_  
Principal/Supervisor

\_\_\_\_\_  
Date

[Signature]  
Associate Superintendent/Supintendent

118

2/18/26  
Date

**AMPHITHEATER PUBLIC SCHOOLS  
STAFF TRAVEL/CONFERENCE REQUEST**

**THIS FORM SHOULD BE USED FOR ALL TRAVEL EXCEPT THAT TRAVEL WITHIN PIMA COUNTY OR A.I.A. SANCTIONED EVENT TRAVEL.**

EMPLOYEE(S): Tiffany Bucciarelli-Fay \_\_\_\_\_ SCHOOL: School / Site  
 \_\_\_\_\_ Department (opt.): Preschool  
 \_\_\_\_\_ DATE(S): May 26-29, 2026

ACTIVITY/EVENT: National Community Schools and Family Engagement Conference

LOCATION: Long Beach Convention Center, 300 E. Ocean Blvd, Long Beach, CA 90802

ABSENCE: # Days 4 Sub Required:  Yes  No # of School Days Missed 0

EXPENSES REQUESTED: (OBTAIN RECEIPTS FOR ALL INCURRED EXPENSES)

	<u>APPROXIMATE COST</u>		<u>BUDGET CODE/DESCRIPTION</u>
			<small>(Note: Tax credit contributions are District funds and require a budget code.)</small>
Registration	<u>\$ 885.00</u>		<u>955.00.900.3320.6360.510.0000</u>
Transportation	<u>\$ 750.00</u>	Mode <u>air</u>	<u>955.00.900.3320.6582.510.0000</u>
Meals	<u>\$ 266.00</u>		<u>955.00.900.3320.6582.510.0000</u>
Lodging	<u>\$1,200.00</u>		<u>955.00.900.3320.6582.510.0000</u>
<b>TOTAL</b>	<b><u>\$3,101.00</u></b>		

The District will  (or) will not  receive reimbursement from outside sources.

\* PO must be submitted and approved *prior* to travel to qualify for reimbursement.

Purpose of travel: To learn evidence-based strategies, sharing innovative practices to build, sustain, and scale the community school model to improve student outcomes in Amphitheater School District with ECHO and ECHO Family Resource Center programs.

Outcomes and academic benefits to students and staff: Decreasing non-academic barriers for our students, staff and families will lead to better educational and academic outcomes for our students.

Identify which characteristics of the Portrait of Graduate are specifically related to this request.

- |                                                     |                                                       |                                                       |
|-----------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Caring                     | <input checked="" type="checkbox"/> Citizenship       | <input checked="" type="checkbox"/> Collaboration     |
| <input checked="" type="checkbox"/> Communication   | <input checked="" type="checkbox"/> Creative Thinking | <input checked="" type="checkbox"/> Critical Thinking |
| <input checked="" type="checkbox"/> Problem-Solving | <input type="checkbox"/> Scholarship                  |                                                       |

The travel is necessary for the implementation of the project funding the travel.

Submitted by: TMF \_\_\_\_\_ 2/25/26  
 Signature Date

Principal/Supervisor \_\_\_\_\_ Date \_\_\_\_\_  
[Signature] 2/25/26  
 Associate Superintendent/Superintendent Date



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

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**DATE OF MEETING:**       **March 10, 2026**

**TITLE:**           **Study of District Facility Rental Programs and Fees**

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**BACKGROUND:**

The Arizona Revised Statute, A.R.S. § 15-1105: Lease of school property; immunity; civic center school fund; reversion to school plant fund; definitions, permits the District to lease school property to individuals, groups, or organizations for any lawful purpose. The District shall charge a reasonable use fee for the lease of school property. Within the Statute, the State defines what is considered a Reasonable use fee. According to the Statute, a “Reasonable use fee,” is an amount that is at least equal to the school district’s cost for utilities, services, supplies, or personnel that the school provides to the lessee pursuant to the terms of the lease.

The Governing Board adopted Governing Board Policy 3-202 Facility Use, which governs the Short-Term Facility Use and Lease of District Property in accordance with A.R.S. § 15-1105. The Short-Term Facility Use is herein referred to as a “Facility Rental.” Additionally, the Governing Board adopted Governing Board Procedure 3-202.A Facility Use – Requirements for Community Use of Equipment or Facilities which details procedures and requirements for the implementation of Policy 3-202.

This study item will provide information on the District’s rental programs, associated fees, and how fees are determined based on the needs and type of group requesting use/access to facilities. Additional information will include a breakdown of student clubs (Academic, Athletic, CTE, and Fine Arts), PTO/Boosters, and non-school/district-related organizations.

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**RECOMMENDATION:**

This Board item is presented to permit the Board to study the District’s Rental Program and Fee System.

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**INITIATED BY:**

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**Richard C. La Nasa**  
**Executive Manager, Operational Support**

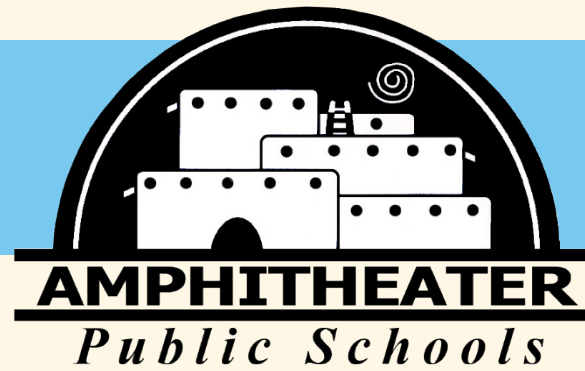
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**Matthew Munger**  
**Associate Superintendent for Secondary Education**

**Date: March 4, 2026**

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**Todd A. Jaeger, J.D., Superintendent**



# District Facility Rental Program and Fees

121

March 10, 2026





# Associated Statutes and Policy Requirements



- Arizona Revised Statute (A.R.S. § 15-1105) authorizes districts to lease school property for lawful purposes; however, the statute requires districts to charge a “reasonable use fee” for lease/facility use.
- “Reasonable use fee” is defined as an amount at least equal to the district’s costs for utilities, services, supplies, or personnel provided to the lessee.
- Amphitheater Governing Board Policy 3-202 (Facility Use) governs short-term facility use/lease (“Facility Rental”) that is consistent with A.R.S. § 15-1105.
  - The accompanying Procedure 3-202.A outlines the operational requirements for community use of facilities/equipment.

### Key principle

Fees are designed to recover actual district costs associated with facility use—not to generate profit.

# General Background on District Fees

- Governing Board annually approves:
  - (1) Facility Rental fee schedule and
  - (2) a list of organizations eligible for uncompensated/waived use.
- 2025–2026 Rental Program Fee Schedule approved June 10, 2025.
- The Rental Program Fee Schedule was revised on October 14, 2025 to separate building use fee into a “facility fee” and a “utility fee”
  - Note: There was no overall increase in total fees
- Included in the October 2025 revision was an update on waivers. Waivers apply to the facility fee only; utility fees remain charged for Facility Rentals.



# Why Fees Are Necessary



- Custodial support includes opening facilities, securing at the end of use, and cleaning all areas used (including restrooms) in the activity/rental.



- Events held when schools are closed (weekends/holidays) require a Facility Rental agreement with utility and custodial fees charged.
  - A Waiver for the facility fee may be applied depending on whether the activity is school/district related.



- Fundraisers with paid admission/tickets generally require a Facility Rental agreement, with utility and custodial fees charged.



- During summer break (or times when school is not in session), camps and tournaments require a Facility Rental agreement and applicable facility/utility/custodial fees.



#### Operational reality

When a building is in use, Procedure 3-202A requires a district employee to be on duty (typically a trained custodian).

# Importance of Collecting Fees

- Municipal water utilities have increased rates this year or are in the middle of multi-year rate increases.
- Tucson Electric Power has proposed a significant rate increase (effective September 2026).
- Recent/projected state inflationary funding increases (~2%) do not keep pace with utility inflation.
- Collecting utility (and required staffing) fees helps prevent general operating funds from subsidizing non-school-hour activities, protecting classroom resources.

## Cost Pressure

Utility costs (rates and demand charges) have increased and are expected to continue increasing.



# Differentiating between Groups



Group type	<b>No</b> Facility Rental agreement typically when...	Facility Rental agreement / fees typically when...	Notes / examples
<b>Academics/Athletics/CTE/Fine Arts</b>	Hosting an AIA (or similar)-sanctioned competition.	Camps/tournaments during summer break (school not in session, i.e. weekends).	AIA (or similar) events treated differently than non-AIA (or similar) events.
<b>Student Clubs &amp; Student Organizations</b>	Event during normal school hours (open and staffed) and no fee to attend.	Weekend/holiday events; or fundraisers with paid admission (tickets).	Example: public performance with paid tickets—utility & custodial fees. Money <b>is</b> deposited into Student Clubs accounts run by students.
<b>PTOs</b>	Meetings/events during normal school hours (open & staffed).	Weekend/holiday events (schools closed).	District does not budget to operate facilities on weekends/holidays.
<b>Booster Clubs</b>	If aligned to team hosting an AIA-sanctioned competition.	Non-AIA events or fundraisers; weekend/holiday events; summer camps/tournaments.	Parent booster fundraising typically triggers utility and custodial fees. Money is <b>not</b> deposited in a district account.

### General Rule

School-day events that extend into the evening while custodial staff are already present are typically not charged, provided there is no fee to attend.



# District Comparison



District (published schedule)	Minimum billing	HS gym (nonprofit / community)	HS gym (commercial / for-profit)	HS auditorium (nonprofit / community)	Classroom (nonprofit / community)	Field/stadium w/ lights (nonprofit / community)	Notes on add-ons / structure
<b>Amphitheater (SY25–26)</b>	3 hours	\$90/hr	\$120/hr	\$100/hr	\$25/hr	Football/track w/ lights \$75/hr	Schedule shows base + utilities = total (e.g., "\$27 + \$63 = \$90)
<b>Flowing Wells (rev 06/24/25)</b>	3 hours	\$80/hr (Class II)	\$110/hr (Class III)	\$100/hr (Class II)	\$30/hr (Class II)	Football field/track (with or without lights) \$100/hr (Class II)	Custodial \$30/hr regular (\$45/hr OT); A/V/tech \$40/hr (\$60/hr OT). Insurance \$1M and Governing Board approval via requisition form. 2
<b>Tucson Unified (KF-E, 01/14/2014)</b>	3 hours for many after-hours uses	\$75/hr (room)	\$100/hr (room)	\$80/hr (room)	\$20/hr (room)	Football w/ lights \$25/hr (room)	Utilities, supply fee, and labor are separate: HS gym <sup>127</sup> utilities \$40/hr; field lights utilities \$50/hr; supply fee \$5/hr; nonprofit/for-profit add \$10/hr outside building-in-use; custodial \$26/hr; application \$15
<b>Vail (2025 packet)</b>	Utility minimum (often 3 hours); other minimums may apply	Gym shows \$18/hr (Category I) + minimum utility fee structure	Gym shows \$120/hr (Category III) + minimum utility fee structure	Black box theater shows \$0 (Cat I) or \$32.50/hr (Cat II) + utility fee structure	Classroom shows \$0 (Cat I) + minimum utility fee structure	General athletic field \$15/hr (Cat I) + \$20/hr lights	Custodial \$36/hr for all categories; \$250 deposit for events/parties with 75+ attendance; insurance \$1M. 11

**Note:**  
Published fee charts were not found for Marana USD, Sahuarita USD, Sunnyside USD, and Tanque Verde USD



# Questions ?