

Initial Posting: Wednesday, April 22, 2026

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

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

**Tuesday, April 28, 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. <b><u>CALL TO ORDER</u></b>	
Ms. Vicki Cox Golder, President	
2. <b><u>EXECUTIVE SESSION*</u></b>	<b>4</b>
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 # 30065238	
3. <b><u>RECONVENE PUBLIC MEETING</u></b>	
4. <b><u>PLEDGE OF ALLEGIANCE</u></b>	
5. <b><u>ANNOUNCEMENT OF DATE AND PLACE OF NEXT REGULAR GOVERNING BOARD MEETING</u></b>	
Tuesday, May 12, 2026 at 6:00 p.m., Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center, SE Entrance and Parking	
6. <b><u>PUBLIC COMMENT</u></b> <sup>1</sup> (30 Minutes Maximum)	
7. <b><u>CONSENT AGENDA</u></b> <sup>3</sup>	
A. Approval of Appointment of Non-Administrative Personnel	5
B. Approval of Personnel Changes	8
C. Approval of Leave(s) of Absence	14
D. Approval of Separation(s) and Termination(s)	16
E. Approval of Stipend for Coaching Volunteers	20
F. Approval of Minutes of Previous Meeting(s)	22
G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,000,000.00	39
H. Acceptance of Gifts	40
I. Receipt of January 2026 Report on School Auxiliary and Club Balances	42
J. Approval of Disposal of Surplus Property via PublicSurplus.com	51
K. Approval of Fiscal Year 2026-2027 Salary Placement Schedules and Market Adjustments	52
L. Approval of Out of State Travel	73
8. <b><u>STUDY/ACTION</u></b>	
A. Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2026-2027	76
9. <b><u>ACTION</u></b>	
A. Approval of Final Employee Health Insurance Rates and District Contributions for Fiscal Year 2026-2027	86
B. Resolution of the Governing Board Recognizing the Contributions of Teachers and Educational Professionals in the District and Setting May 4-8, 2026 as "Teacher and Educational Professionals Appreciation Week" and Tuesday, May 5, 2026 as "Teacher and Educational Professionals Day"	88
10. <b><u>PUBLIC COMMENT</u></b> <sup>1</sup> (30 Minutes Maximum)	
11. <b><u>BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS</u></b>	
12. <b><u>ADJOURNMENT</u></b>	

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

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**

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**DATE OF MEETING:** April 28, 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 # 30065238**

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**RECOMMENDATION:**

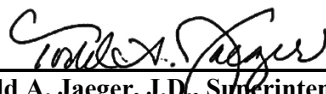
The Administration recommends the Board convene an executive session for the purpose of discussing the matters identified above as permitted by A.R.S. § 15-843(A).

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**INITIATED BY:**

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Date: April 15, 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:** April 28, 2026

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

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**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 April 20, 2026.

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**RECOMMENDATION:**

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

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**INITIATED BY:**

  
John Hastings, Director of Human Resources

Date: April 20, 2026

  
Todd A. Jaeger, J.D., Superintendent

4/28/2026

**GOVERNING BOARD MEETING  
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXPERIENCE	ADD'L INFO	RECOMMENDED BY	COMMENT
Ambrosio	Trish	Teacher - Mathematics	CT	Ironwood Ridge High	CTT-MA	10 years	Replacement	Dr. Jenkins	
Boteo Flores	Gabirela	Teacher - Kindergarten	CT	Keeling Elementary	CTT-MA	0 years	Replacement	Ms. Orelup	*
Carlson	Audrey	Teacher - Grade 1	CT	Wilson K-8 School	CTT-MA+	4 years	New	Mr. Trimble	*
Henning	Ella	Teacher - Grade 3	CT	Keeling Elementary	CTT-BA	0 years	Replacement	Ms. Orelup	*
Hubble	Joseph	Teacher - REACH	CT	Cross Middle School	CTT-BA	10 years	Replacement	Mr. Gutierrez	*
Schneider	Kelli	Athletic Trainer	CT	Ironwood Ridge High	PRNT-DOC	2 years	Replacement	Dr. Jenkins	*
Shawgo	Katherine	Teacher - Biology	CT	Ironwood Ridge High	CTT-MA	0 years	Replacement	Dr. Jenkins	*
Swift	Emily	Teacher - Grade 4	CT	Wilson K-8 School	CTT-BA	4 years	New	Mr. Trimble	*
Alexander	Janine	Administrative Assistant I	CL	Wetmore Center			Rehire		*
Godoy	Albino	Groundskeeper II	CL	Facilities Support			Rehire	Mr. Gill	
McClure	Amber	Computerized Copy Machine Oper	CL	Graphics & Printing	2	5 years	Replacement	Ms. Gurule	
Shields	Lytic	Library Media Technician I	CL	Ironwood Ridge High	2	0 years	Replacement	Dr. Jenkins	
Shields	Lytic	Library Clerk	CL	Ironwood Ridge High	1	0 years	Replacement	Dr. Jenkins	
Caravajal	Sofia	Student Worker	ASW	CDO High School			New		\$15.15 per hour

*	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

04/28/26  
 GOVERNING BOARD MEETING  
 APPOINTMENTS

SUBSTITUTES

LAST NAME	FIRST NAME	TITLE	CT / CL	LOCATION	EFFECTIVE DATE	COMMENT
Brennan	Brian		CT		04/16/2026	
Carnahan	James		CT		04/16/2026	
Castro	Diana		CT		04/16/2026	
Franklin	Kim		CT		04/15/2026	
Harwood	Jeri		CT		04/16/2026	
Kahle	Aaron		CT		04/15/2026	
Shakir	Maryann		CT		04/16/2026	
Holston	Autumn		CL		04/06/2026	

AD Administrative  
 PR Professional  
 CT Certified  
 CL Classified



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

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**DATE OF MEETING:** April 28, 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 April 20, 2026.

In addition, a formal job description for Department Chair for secondary education is being presented for consideration and approval by the Governing Board.

The Department Chair provides leadership within academic departments. The role includes mentoring teachers, facilitating professional learning communities (PLCs), coordinating curriculum and resources, supporting student placement, and serving as a liaison between faculty and administration.

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**RECOMMENDATION:**

It is the recommendation of the Administration that the personnel changes be approved as presented as well as the approval of the Department Chair job description.

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**INITIATED BY:**

A blue ink signature of John Hastings, written in a cursive style.

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John Hastings, Director of Human Resources

Date: April 20, 2026

A blue ink signature of Todd A. Jaeger, written in a cursive style.

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Todd A. Jaeger, J.D., Superintendent

4/28/2026

**GOVERNING BOARD MEETING  
PERSONNEL CHANGES**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Szmutko	Lisa	Attendance Clerk	CL	CDO High School	Increase FTE			+0.5 FTE
Ammon	Connie	ADDN - Section 504	ADCT	Coronado K-8 School	Correction			Amount: \$1,650.00
Arispe	Brooke	ADDN - Section 504	ADCT	Cross Middle School	Correction			Amount: \$3,800.00
Burgin	Samantha	ADDN - Section 504	ADCT	Ironwood Ridge High	Correction			Amount: \$4,650.00
Diaz	Richard	ADDN - CTSO Stipend HS	ADCT	Amphi High School	Addendum			\$1,250.00
Herchenhahn	Gina	Coach - Track Assistant MS	ADCT	Coronado K-8 School	Addendum			\$1,511.48
Krater	Caroline	ADDN - CTSO Stipend HS	ADCT	CDO High School	Addendum			\$1,250.00
Lackow	Seth	ADDN - Summer School Teacher MS	ADCT	Cross Middle School	Addendum			\$2,677.50
Lidbetter	Erin	ADDN - Section 504	ADCT	La Cima Middle School	Correction			Amount: \$1,200.00
Loehr	Lizabeth	ADDN - Section 504	ADCT	Harelson Elementary	Correction			Amount: \$950.00
Manno	Theodore	ADDN - CTSO Stipend HS	ADCT	Ironwood Ridge High	Addendum			\$750.00
Michaels	Christina	ADDN - Summer School Teacher MS	ADCT	La Cima Middle School	Addendum			\$2,677.50
Miranda	Jennifer	ADDN - CTE Placement Survey	ADCT	Wetmore Center	Addendum			\$2,450.00
Olszewski	Cynthia	ADDN - Section 504	ADCT	CDO High School	Correction			Amount: \$2,900.00
Ortiz	Monica	ADDN - CTSO Stipend HS	ADCT	Amphi High School	Addendum			\$1,750.00
Peterson	Jane	ADDN - Certified Staff Trainer	ADCT	Wetmore Center	Addendum			\$240.00
Rodrigues	Michaela	ADDN - Section 504	ADCT	Innovation Academy	Correction			Amount: \$500.00
Ronstadt	Joshua	ADDN - CTSO Stipend HS	ADCT	CDO High School	Addendum			\$1,750.00
Ronstadt	Joshua	ADDN - CTSO Stipend HS	ADCT	CDO High School	Addendum			\$1,750.00
Schickling	Martha	ADDN - Summer School Teacher EL	ADCT	Prince Elementary	Addendum			\$1,440.00
Shiba	Robert	Coach - Volleyball Head MS	ADCT	Cross Middle School	Addendum			\$1,835.37
Shiba	Robert	Coach - Volleyball Assistant MS	ADCT	Cross Middle School	Rescind			\$1,511.48

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

# GOVERNING BOARD MEETING PERSONNEL CHANGES

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	REASON	LEVEL	FINANCIAL CHANGE	COMMENT
Smith	Kimberly	ADDN - Section 504	ADCT	Holaway Elementary	Correction			Amount: \$450.00
Toto	China	ADDN - Summer School Teacher EL	ADCT	Prince Elementary	Addendum			\$1,440.00
Walker	Melissa	ADDN - Section 504	ADCT	Rio Vista Elementary	Correction			Amount: \$550.00
Wojdyla	Cheryl	Coach - Volleyball Assistant MS	ADCT	Cross Middle School	Addendum			\$1,511.48
Wojdyla	Cheryl	Coach - Volleyball Head MS	ADCT	Cross Middle School	Rescind			\$1,835.37
Aguilar	Isabel	ADDN - Summer School Classroom Aide/ADCL		Prince Elementary	Addendum			\$15.45 per hour
Salas	Ricky	ADDN - Summer School Classroom Aide/ADCL		Prince Elementary	Addendum			\$15.45 per hour

*	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							

## DEPARTMENT CHAIR

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### QUALIFICATIONS

#### A. REQUIRED

- Valid Arizona teaching certificate for the content/subject area.
- One (1) year of successful classroom teaching experience.
- Demonstrated knowledge of district-approved curriculum, instructional strategies, and assessment practices.
- Experience leading or participating in professional learning communities (PLCs) or collaborative teams.
- Strong organizational, communication, and interpersonal skills.
- Ability to analyze student data and use it to inform instructional decisions.

#### B. DESIRED

- Valid Arizona administrator certificate
- Three (3) years of successful classroom teaching experience
- Experience in a leadership or department chair role.
- Familiarity with AVID, personalized learning, and college/career readiness frameworks.
- Experience mentoring or coaching teachers.
- Knowledge of curriculum development, textbook adoption processes, and instructional program design.
- Experience working with site and district administration to support school-wide initiatives.
- Ability to facilitate effective meetings and manage departmental logistics.

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### SUMMARY

The Department Chair is an instructional leader who supports curriculum implementation, leads data-driven collaboration, and models effective teaching practices while serving as a liaison between staff and administration. The role includes mentoring teachers, supporting professional learning, and assisting with departmental operations such as scheduling, staffing, and communication to promote student success and ensure alignment with district expectations.

Reports to: School Principal

### ESSENTIAL FUNCTIONS

- Serves as a member of the Principal's Site Leadership Team
- Supports Amphitheater Public Schools' Promise of a Graduate, College and Career Readiness Framework including AVID and Personalized Learning.
- Implements and adheres to the district-approved curriculum and Learning Continuums at all times.
- Ensures all department members are using and teaching the District-approved curriculum and resources.
- Utilizes and models AVID and personalized learning strategies in the classroom, serving as a model for site and district staff to observe.



## DEPARTMENT CHAIR

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- Models department professional learning meetings/collaboration on the PLC model, utilizing data for collaboration with department members and administration, and data-based decision making.
- Coordinates professional learning activities (vertical/horizontal alignment); submits agendas and rosters to the admin assistant/secretary.
- Collaborates with administration and CISS in support of teachers/staff.
- Participates in school promotional and marketing events/activities.
- Attends all department chair meetings before/during/after school.
- Supports the principal in developing Master Schedule recommendations.
- Represents the school and all subjects therein at district level meetings, Curriculum Collaboratives, or committees related to curriculum, including but not limited to textbook adoptions, learning continuums, benchmarks, and state assessment(s).
- Represents the department at meetings when requested by an administrator, such as Site Council, Parent Association, and Governing Board.
- Upon request by an administrator or administrative assistant:
  - Supports and facilitates the supply orders for the department
  - Develops textbook counts as part of the ordering process
  - Supports the purchase of capital equipment
  - Develops emergency lesson plans for department members
- Supports and participates in the hiring of department members and/or other site staff.
- Facilitates and/or prepares course descriptions for the District's Course Catalog.
- Assists site and/or district administration and teachers in the design and implementation of instructional programs and courses.
- Completes any documentation necessary or required for textbook adoption or course approval.
- Works with any district, state or federal agencies to ensure compliance with district policies, laws, rules, and regulations pertaining to the department's curriculum and student service.
- Supports and mentors new teachers within the department.
- When/where appropriate, mentors colleagues on effective instructional practices/strategies.
- Facilitates departmental communication at regular meetings and gather input from department members.
- Uses testing data and recommendations to assist in proper placement of students.
- Assists in parent communications when appropriate.
- Reviews applications and compiles a list of recipients for Seals of Excellence. (If applicable)
- Assists in coordination of student-teacher assignments and evaluations.
- Facilitates communication to/from the department during times of crisis or as directed by the principal or principal designee.
- Develops a departmental calendar of activities and assists in the development of the school-wide calendar.



## DEPARTMENT CHAIR

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### MENTAL AND PHYSICAL REQUIREMENTS

- Ability to analyze and interpret student performance data to guide instructional decisions.
- Strong problem-solving and decision-making skills in both routine and complex situations.
- Capacity to manage multiple priorities, deadlines, and departmental responsibilities simultaneously.
- Effective communication, conflict resolution, and interpersonal skills to work with teachers, students, parents, and administrators.
- Ability to plan, lead, and facilitate meetings, professional learning sessions, and collaborative discussions.
- Adaptability and flexibility in responding to changing district initiatives, curriculum updates, and school needs.
- Attention to detail for curriculum implementation, scheduling, and compliance with policies and regulations.
- Prolonged periods of standing, walking, and moving around classrooms, offices, and school facilities.
- Ability to lift or move instructional materials, textbooks, or equipment up to 20 pounds.
- Sufficient vision, hearing, and dexterity to conduct classroom observations, read reports, and use computers and audiovisual equipment.
- Ability to participate in school events, parent meetings, and district functions, which may occasionally occur outside regular school hours.



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

---

**DATE OF MEETING:** April 28, 2026

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

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**BACKGROUND:**

Leave(s) of absence will be presented herein and are current as of April 20, 2026.

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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:**

  
John Hastings, Director of Human Resources

Date: April 20, 2026

  
Todd A. Jaeger, J.D., Superintendent

4/28/2026

**GOVERNING BOARD MEETING  
LEAVES OF ABSENCE**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	DATES	COMMENT
Kevershan	Kimberly	Teacher - Chemistry	CT	CDO High School	08/05/2026	Start
Multhup	January	Teacher - Grade 1	CT	Copper Creek Elementary	04/14/2026	End
Valentin	Trechel	Principal	CT	Holaway Elementary	03/24/2026	Start
Allamong	James	Groundskeeper I	CL	Facilities Support	04/30/2026	Extension
Baldenegro	Mireya	Bus Driver	CL	Transportation	04/09/2026	End
Cox	Jennifer	Preschool Instructional Specialist	CL	Harelson Elementary	04/10/2026	Extension
Cox	Jennifer	Preschool Instructional Specialist	CL	Harelson Elementary	04/10/2026	End
Crishi	Roseann	Transportation Attendant	CL	Transportation	05/05/2026	Extension
Crishi	Roseann	Transportation Attendant	CL	Transportation	02/09/2026	Start
House	Sarah	Bookkeeper II	CL	Wetmore Center	04/13/2026	Extension
Johnson	Shelby	Transportation Attendant	CL	Transportation	03/21/2026	Start
Lucas	Daniel	Graphics & Printing Assistant	CL	Graphics & Printing	06/08/2026	Start
Parra	Veronica	15 Passenger Bus Driver	CL	Transportation	04/20/2026	Extension
Parra	Veronica	15 Passenger Bus Driver	CL	Transportation	04/17/2026	End
Valdez	Rosa	Library Assistant	CL	Ironwood Ridge High	04/13/2026	Start
Valdez	Rosa	Library Assistant	CL	Ironwood Ridge High	05/22/2026	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:** April 28, 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 April 20, 2026.

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**RECOMMENDATION:**

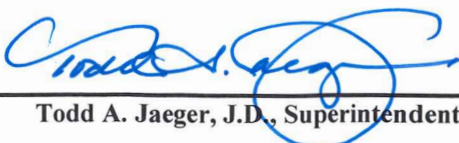
It is the recommendation of the Administration that the resignation(s) or termination(s) be approved as presented.

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**INITIATED BY:**

  
John Hastings, Director of Human Resources

Date: April 20, 2026

  
Todd A. Jaeger, J.D., Superintendent

4/28/2026

**GOVERNING BOARD MEETING  
SEPARATIONS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	EFFECTIVE DATE	REASON	COMMENT
Erickson	Leif	Teacher - Generalist	CT-RET	Ironwood Ridge High	05/21/2026	Other	Short-Term Employee
Godlewski	Fabienna	Teacher - Mathematics	CT-RET	CDO High School	06/30/2026	Retirement	
Tilicki	Nicole	Teacher - Grade 5	CT-RET	Wilson K-8 School	05/21/2026	Resignation	
Tapling	Colby	Assistant Principal	CT-AD	Prince Elementary	05/29/2026	Resignation	
Clayton	Dimitria	Teacher - Government	CT	Amphi High School	05/21/2026	Resignation	
Hooton	Rose	Curriculum & Instruction Proj	CT	Wetmore Center	06/30/2026	Resignation	
Johnson	Loree	Teacher - English	CT	CDO High School	05/21/2026	Retirement	Returning ESI
Linville	Rebecca	Teacher - English	CT	Ironwood Ridge High	05/21/2026	Resignation	
Marnar	Peggy	Teacher - Grade 3	CT	Holaway Elementary	06/30/2026	Correction	Separation date
Shaheen	John	Teacher - Orchestra	CT	Coronado K-8 School	05/21/2026	Resignation	
Shaheen	John	Teacher - Band	CT	Coronado K-8 School	05/21/2026	Resignation	
Rischar	Bertha	School Nurse	CL-PR	Cross Middle School	05/21/2026	Retirement	
Abdullaa	Sarok	Security Officer	CL	Ironwood Ridge High	05/20/2026	Resignation	
Dunn	Jeffrey	Special Education Teaching	CL	Rillito Center	04/14/2026	Resignation	
Gomez	Jennifer	Food Service Attendant	CL	CDO High School	04/10/2026	Resignation	
Hicks	Freddie	Security Officer	CL	Ironwood Ridge High	05/20/2026	Resignation	
Israel	Robin	Attendance Clerk	CL	CDO High School	04/17/2026	Resignation	
Nosheny	Aaron	Instructional Technology Spe	CL	Donaldson Elementary	05/21/2026	Resignation	
Paz Vasquez	Heberson	Custodian I	CL	Amphi High School	03/13/2026	Resignation	
Perales	Desirae	Clerk	CL	Holaway Elementary	03/24/2026	Resignation	
Perales	Desirae	Educational Assistant to the	CL	Holaway Elementary	03/24/2026	Resignation	
Ramirez-Hemala	Dorinda	Clerk	CL	Copper Creek Elementary	04/21/2026	Resignation	
Ramirez-Hemala	Dorinda	Campus Monitor	CL	Copper Creek Elementary	04/21/2026	Resignation	

*	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
Tilley	Marcia	Clerk	CL	Cross Middle School	05/28/2026	Retirement	
Tilley	Marcia	Secretary II	CL	Wetmore Center	05/28/2026	Retirement	

\*  
 2026 - 2027 School Year  
 Budget RIF      Reduction in force due to budget  
 Abandonment    Employee abandoned position  
 Breach of Contract    Employee did not fulfill contract  
 Dismissal      Employee terminated by the District  
 Resignation     Employee resigning from the District  
 Retirement      Employee retiring from the District

ADCT      Addendum Certified  
 ADCL      Addendum Classified  
 ADDM      Addendum Only  
 CT-AD     Certified Administrative  
 CT         Certified  
 CL-AD     Classified Administrative  
 CL         Classified  
 PR         Professional

**04/28/26  
GOVERNING BOARD MEETING  
SEPARATIONS**

**Substitutes**

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>CT / CL</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REASON</b>
Bond	Veronica		CT		04/06/2026	
Horn	Devin		CT		04/17/2026	
Spallas	Christine		CT		04/07/2026	



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

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**DATE OF MEETING:** April 28, 2026

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

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**BACKGROUND:**

Coaching volunteer(s) and corresponding stipend(s) will be presented herein and are current as of April 20, 2026.

20

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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:**

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John Hastings, Director of Human Resources

Date: April 20, 2026

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Todd A. Jaeger, J.D., Superintendent

4/28/2026

**GOVERNING BOARD MEETING  
COACHING VOLUNTEERS**

LAST NAME	FIRST NAME	POSITION	LOCATION	REASON	AMOUNT/COMMENTS
Lopez	Francisco	Coach - Baseball Assistant MS	Coronado K-8 School	Stipend	\$1,511.48
Roach	Aubree	Coach - Track Assistant MS	Ironwood Ridge High	Stipend	\$1,511.48
Tyler	Mariella	Coach - Volleyball Assistant MS	Amphi Middle School	Rescind	

\* 2026-2027 School Year



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

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**DATE OF MEETING:** April 28, 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:

March 10, 2026

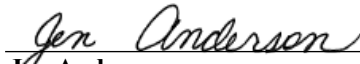
March 24, 2026

**RECOMMENDATION:**

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

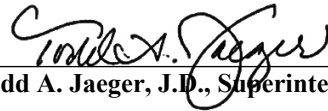
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**INITIATED BY:**



Jen Anderson  
Executive Assistant to the Superintendent & Governing Board

Date: April 20, 2026



Todd A. Jaeger, J.D., Superintendent

**Minutes of the Regular Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, March 10, 2026**

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A Regular public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, March 10, 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**

Mr. Matthew A. Kopec, Vice President  
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

**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. Richard La Nasa, 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**

Vice President Kopec called the meeting to order at 5:30pm.

**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**

*Ms. Day moved that the Board go into an Executive Session to address the matters identified in Item 2 of the Board's agenda and pursuant to the legal authorities listed on the agenda under Item 2. Dr. Gemma seconded the motion. Voice vote in favor- 4. Vice President Kopec, Ms. Day, Dr. Gemma and Ms. Zibrat. Opposed-0.*

*Vice President Kopec proclaimed that they were in Executive Session at 5:30pm.*

**3. RECONVENE PUBLIC MEETING**

The meeting reconvened at 6:07pm.

**4. PLEDGE OF ALLEGIANCE**

Superintendent Jaeger asked Ms. JJ Letts, Principal of Coronado K-8 to come forward and introduce her students. Ms. Letts shared that two student groups were present this evening; the Vex Robotics Club and members of the National Junior Honor Society. She explained the Vex Robotics Club is a competitive team that designs, builds, and programs a robot to compete against other teams across Arizona. The students led the Pledge of Allegiance.

Dr. Gemma presented the students with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Letts, and the Coronado students to mark the occasion.

**5. RECOGNITION OF STUDENT ART**

Ms. Letts introduced Coronado's two art teachers, Ms. Jennifer Pike who teaches middle school art and Ms. Stacey Sherman who teaches elementary school art. Ms. Pike spoke about guiding students to use vision to

create their pieces with meaning and composition. She explained that the theme for the year across classes is “Together as One” and how the art pieces displayed capture that theme.

Dr. Gemma presented Ms. Pike and Ms. Sherman with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Letts, Ms. Pike and Ms. Sherman.

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

Vice President Kopec announced that the next Special Governing Board meeting will take place Tuesday, March 24, 2026 at 5:30p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

## **7. RECOGNITIONS**

### **A. Recognition of the Canyon del Oro High School Superintendent’s Student Advisory Council**

*For the Canyon del Oro High School Superintendent’s Student Advisory Council PowerPoint see Exhibit 1.*

Superintendent Jaeger explained that he has an advisory group at each of the high schools comprised of students across the grade levels who provide input and advice about things happening at their schools and in the wider community. He asked Ms. Tara Bulleigh, Principal of Canyon del Oro to come forward to introduce the students who were able to attend the meeting. Superintendent Jaeger noted many of the students are involved in extracurricular activities and might not have been available to appear this evening.

Ms. Bulleigh introduced Anthony, Lucio, Kennedy, Campbell, Kaylee, and Lainey. She spoke about each students’ extracurricular activities, favorite classes at CDO, and plans after graduation.

Ms. Zibrat expressed her gratitude to the students for attending this meeting despite how busy they are. She presented them with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Bulleigh, and the students to mark the occasion.

### **B. Recognition of the Ironwood Ridge High School Boys Soccer 4A State Runner-up**

Superintendent Jaeger asked Mr. Armando Soto, Director of Interscholastic, to introduce the coach and team. Mr. Soto gave a brief recap of the season victories and introduced Head Coach Eric Walker. Coach Walker spoke about the team’s remarkable season and how well the team represented the District throughout. He introduced the team members, congratulated the team on their efforts and noted that the returning team members are already eager for next year’s season.

Vice President Kopec congratulated the team members and presented them with certificates of recognition. A picture was taken with the Governing Board, Superintendent Jaeger, Coach Walker, and the soccer team members.

### **C. Recognition of Arizona Educational Foundation A+ Schools of Excellence**

*For the Arizona Educational Foundation A+ Schools of Excellence PowerPoint see Exhibit 2.*

Superintendent Jaeger shared that the District now has six A+ Schools of Excellence which is one of the highest recognitions a school can receive. He asked the principals of Harelson, Copper Creek, and Keeling Elementaries, Ms. Stephanie Hayes, Ms. Stephanie Hillig, and Ms. Annette Orelup to come forward and speak about the application process.

Ms. Hayes outlined the application process and requirements. She noted it was a collaborative effort among each of the school communities that helped craft an application that showcased not only academic achievements, but also highlighted the programs, initiatives, and culture that make each school exceptional. Ms. Hayes explained the applications are reviewed by a panel and if selected, the next stage is a site visit.

Ms. Orelup explained that a team of evaluators spend about a day and half on each campus which is designed to validate what is documented in the written application by visiting classrooms, viewing data, and conducting interviews.

Ms. Hillig stated once the schools have been determined worthy of the A+ distinction, a celebration is scheduled where schools are awarded a banner by members of the Educational Foundation and judges and is a time the entire school and community can celebrate their efforts in contributing to the school’s success.

Superintendent Jaeger emphasized that this application process is arduous and a true testament of the education each of the schools provides. He noted that the six schools are an inspiration to the other schools in the District and they will be a source of support for future schools who pursue this distinction.

A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Hayes, Ms. Hillig, and Ms. Orelup.

#### **D. Presentation of Distinguished Service Awards**

Superintendent Jaeger explained that each month a classified and certificated staff member is recognized with a Distinguished Service Award. He asked Ms. Stephanie Hillig, Principal of Copper Creek Elementary, to come forward to introduce the classified recipient.

Ms. Hillig introduced Ms. Mary Quijada, Special Education Teaching Assistant, as the heart of the school. She explained that Ms. Quijada is the first staff member everyone is greeted by each morning and she has built trusting relationships with children and parents. Ms. Hillig described her as incredibly artistic and her history as a physical education teacher shines through each day. She went on to describe Ms. Quijada as dependable and always willing to go above and beyond for the school community.

A video presentation was shown highlighting Ms. Quijada's contributions to the District.

Ms. Quijada expressed her gratitude to her team at school and thanked her family for their support.

Ms. Zibrat presented Ms. Quijada with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

Superintendent Jaeger asked Ms. Hillig and Mr. Rob Wolf, Assistant Director of Student Services to introduce the certificated recipient.

Mr. Wolf introduced Ms. Melani Byrnes, Physical Therapist at Rillito Center and Copper Creek Elementary. He noted Ms. Byrnes is also the department head and she thrives on collaboration and building strong relationships to better serve the students of Amphitheater. Mr. Wolf shared that she embeds herself into each of her school communities and is innovative in her methods. He praised her leadership, collaboration, and ability to cheer others on.

A video presentation was shown highlighting Ms. Byrnes' contributions to the District.

Ms. Byrnes thanked everyone at the sites she works at and was appreciative of this honor.

Ms. Zibrat presented Ms. Byrnes with a certificate of recognition from the Governing Board, a Distinguished Service Award and a gift card donated by the Amphi Foundation.

A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Hillig, Ms. Quijada, Mr. Wolf, and Ms. Byrnes to mark the occasion.

#### **E. Recognition of National Board-Certified Teacher Renewals**

Superintendent Jaeger stated that the district is fortunate to have teachers who excel at their roles and one of the ways some do this is by seeking National Board Certification. That includes those maintaining and renewing their certification as well. He asked Matt Munger, Associate Superintendent for Secondary Education, to introduce the teachers renewing this cycle.

Mr. Munger spoke about the prestige and the challenge of obtaining the accreditation. He introduced Ms. Jill Menaugh from Ironwood Ridge with Principal Dr. Orante Jenkins, and Mr. Shawn Smith from Amphitheater High School.

Vice President Kopec thanked the teachers and congratulated them for their work. Ms. Menaugh shared she was fortunate to have this profession for the last 28 years and thanked her family for their support. Mr. Smith thanked the District and his colleagues. Vice President Kopec presented the teachers with certificates of recognition.

A picture was taken with the Governing Board, Superintendent Jaeger, Mr. Munger, Dr. Jenkins, Ms. Menaugh, and Mr. Smith.

#### **F. Recognition of School Social Worker Association of Arizona Social Worker of the Year**

Superintendent Jaeger asked Ms. Kristin McGraw, Executive Director of Student Services to introduce this

recognition. Ms. McGraw introduced Ms. Yemen Bernal, Social Worker from Prince Elementary. She spoke about the work and mission of the School Social Work Association of Arizona. Ms. McGraw explained that Ms. Bernal received this award for her outstanding contributions in supporting students, staff, families, communities, and the profession of school social work. She praised Ms. Bernal's passion, dedication, and expertise and expressed her gratitude for the work she does each day in the District.

Ms. Bernal thanked the Board for recognizing her and praised her team at Prince Elementary. Dr. Gemma noted that this is an extremely important position to the District. He presented Ms. Bernal with a certificate of recognition.

A picture was taken with the Governing Board, Superintendent Jaeger, Ms. McGraw, Ms. Doyle, Mr. Tapling, and Ms. Bernal.

### **G. Recognition of United Way Literacy Champion Award Winner**

Superintendent Jaeger noted that Amphitheater has had several teachers over the past years who have received this award, and he is proud of this year's winner. He asked Ms. Samantha Doyle, Principal of Prince Elementary School to introduce Ms. Lindsey Gilchrist. Ms. Doyle described Ms. Gilchrist as an extraordinary educator whose dedication to literacy instruction impacts her students and entire school community. She noted that Ms. Gilchrist is a life-long learner who is always seeking ways to improve her methods and knowledge base while also collaborating with her colleagues. Ms. Doyle went on to speak about Ms. Gilchrist's leadership that has elevated the teaching of those around her and works to make reading fun and engaging for her students. She concluded with noting Ms. Gilchrist's tireless efforts to assist students who may be struggling and help families reinforce positive reading habits at home.

Vice President Kopec noted he was fortunate to be able to attend the United Way event where Ms. Gilchrist was honored. Ms. Gilchrist thanked her Prince family and the Amphitheater District. She also thanked her colleagues who nominated her for this award. Vice President Kopec presented Ms. Gilchrist with a certificate of recognition.

A picture was taken with the Governing Board, Superintendent Jaeger, Ms. Doyle, Mr. Tapling, and Ms. Gilchrist to mark the occasion.

*Vice President Kopec called for a seven-minute break. The meeting resumed at 7:30pm.*

## **8. INFORMATION**

### **A. Superintendent's Report**

*For the Superintendent's Report PowerPoint see Exhibit 3.*

Superintendent Jaeger shared highlights of recent events in the District:

- Students across the District participated in the Odyssey of the Mind Regional Tournament at Canyon del Oro High School
- More than 900 students across the District submitted projects to the Southern Arizona Regional Science and Engineering Fair (SARSEF) as individuals or as part of team. More than 100 received recognitions at the awards ceremony
- The Diamonds in the Desert Car Show hosted by the Canyon del Oro Automotive program was a huge success displaying more than 150 cars, trucks, and motorcycles at Oro Valley Marketplace
- The District's Elementary Track Meet took place at Canyon del Oro High School and had elementary students from District Elementary schools participating in various track and field events
- Consolidation Welcome events are happening across the District to welcome new students who will be joining new school communities next year. Events have occurred at Mesa Verde, Rio Vista, and Harelson, Walker, and Keeling Elementaries
- The Annual Amphi Art Show will take place from April 8-22 at the Tucson Mall

He offered to answer any questions. There were none. Vice President Kopec thanked Superintendent Jaeger for his report.

## **B. Status of Construction Projects**

*For the Status of Construction Projects PowerPoint see Exhibit 4.*

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 Small Gym HVAC Conversion using Building Renewal Grant funds. He noted this has been a long project with application for funds beginning over a year ago. The project is ongoing as the team is working with Amphitheater High School Administration to complete the work while school is in session.
- Canyon del Oro High School Auto Shop Classroom HVAC Conversion using Bond Funds

Mr. La Nasa shared that the grant funding for February 2026 totaled \$11,075 and total funding so far for the 2025-2026 school year is \$7,385,141. He offered to answer any questions. There were none.

## **C. Auditor General's School District Spending Analysis-Fiscal Year 2025**

*For the Auditor General's District Spending Analysis see Exhibit 5 and for the Spending Analysis PowerPoint see Exhibit 6.*

Superintendent Jaeger explained that each year the Auditor General generates a report on school district spending across the state in various categories. He asked Mr. Scott Little to present the report this evening.

Mr. Little explained the purpose of the report and indicated where the full report can be found on the Auditor General's website. He noted that when the state increases funding, the report can make it look like the state has increased per pupil spending in the classroom when, in actuality, inflation increases barely keep pace with inflation. Mr. Little noted that vendors are demanding 5-6% increases in their prices while the state only gives a 2% increase each year. He stated that student support services and operational costs are prohibiting the District from allocating more money into instruction. Mr. Little shared that the report states instructional spending is 49.9%, but this excludes instructional support and student support that directly impact students in the classroom. Thus, the figures are misleading.

Mr. Little explained the various spending categories which include Instruction, Administration, Plant, Food Services, Transportation, Student Support, and Instruction Support. He shared a comparison of data from districts in Pima County and the difficulty in comparing the districts as their demographics greatly vary. He shared Teacher Data which looks at average salaries, years of teaching experience, and average number of students per teacher. He noted most of Pima County teacher salaries are below those in Maricopa County, but Maricopa class sizes tend to be larger and they are able to operate larger, more efficient school buildings.

Mr. Little then showed what each of the Southern Arizona districts is spending per pupil in the various spending categories. He noted our above average spending per pupil in Student and Instructional Support compared to other districts. Mr. Little explained that the Plant Operations is so high due to the high square footage of the District, which is one of the driving factors behind consolidating schools. He also noted some of the numbers from other districts still reflected the spending of ESSER funds, but that should be eliminated in future reporting as those funds are no longer available. Mr. Little went on to share that the square footage per student in Amphitheater is 242 which is much higher than the peer average of 151. Although the district is consolidating schools next year, declining enrollment and maintaining three of the four closed campuses will not allow this number to decrease much immediately.

Mr. Little shared a slide listing Operational Peer Districts and noted that those with a higher percentage of instructional spending are the districts experiencing growth. He noted that Food Services Operations shows the greatest efficiency with Amphitheater running well below state and peer averages. He offered to answer any questions and encouraged people to explore the full reports online. Vice President Kopec noted that in addition to funding each year the state also gives out band aids that may or may not be funded but still need to be carried out that do not fall under instruction.

Lorella Ritzel is a Copper Creek employee and expressed her dissatisfaction with the consolidation process for employees and with the lack of supplies for packing and moving to new sites. She spoke about the disruption of operations due to the location of a dumpster and work from new light installation at Copper Creek. Ms. Ritzel also criticized the way employees were placed and the way seniority has been applied.

Mariana Sherman stated she is requesting clarity and consistency in the facility rental process for the sand volleyball courts at CDO High School. She noted discrepancies with invoices, inconsistencies with the rental fee structures, and policy and charges around custodian requirements for the sand volleyball rentals. Ms. Sherman asked for considerations in order to make rental charges reasonable and noted the variation between a rental at CDO compared to another in the city. She concluded with asking for accurate invoices, a clear process, and clear and transparent policies.

**10. 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](#)

*Vice President Kopec asked if any items needed to be removed for further discussion or comment. There were none.*

*Ms. Zibrat moved for Consent Agenda Items 10. A– N. be approved as presented. Ms. Day seconded the motion. Vote in favor – 4. Vice President Kopec, Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed – 0. Consent Agenda Items 10. A.-N. passed.*

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

*The Governing Board approved Appointment of Non-Administrative Personnel as submitted in Exhibit 7.*

**B. Approval of Personnel Changes**

*The Governing Board approved Personnel Changes as submitted in Exhibit 8.*

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

*The Governing Board approved Leave(s) of Absence as submitted in Exhibit 9.*

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

*The Governing Board approved Separation(s) and Termination(s) as submitted in Exhibit 10.*

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

*The Governing Board approved Stipend for Coaching Volunteers as submitted in Exhibit 11.*

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

*The Governing Board approved minutes from the February 17, 2026 meeting as submitted in Exhibit 12.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,051,235.42**

*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 13.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1224	\$36,638.81	1225	\$42,748.88	1226	\$5,698.27
1227	\$139,697.56	1228	\$8,826.42	1229	\$138,170.79
1231	\$80,319.64	1232	\$1,700.95	1233	\$15,711.36
1234	\$42,521.71	1235	\$40,479.32	1236	\$86,976.88
1237	\$216,067.86	1238	\$575,854.58	1240	\$132,250.03
1241	\$268,821.53	1242	\$154,302.31	1243	\$64,448.60

## **H. Acceptance of Gifts**

*The Governing Board approved the Acceptance of Gifts as submitted in Exhibit 14.*

## **I. Receipt of October 2025 Report on Auxiliary and Club Balances**

*The Governing Board approved the October 2025 Report on Auxiliary and Club Balances as submitted in Exhibit 15.*

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

*The Governing Board approved Award of Contract for Wide Area Network (WAN) Services Based Upon Responses to RFP 20946795-APSFY29.*

## **K. Award of Contract for the Recycling/Disposal of Surplus Electronic Equipment-Based Upon Responses to Request for Quote (RFQ) 2506001**

*The Governing Board approved Contract for the Recycling/Disposal of Surplus Electronic Equipment-Based Upon Responses to Request for Quote (RFQ) 2506001.*

## **L. Approval to Provide Post-Retirement Employment Opportunities during the 2026-2027 Fiscal Year**

*The Governing Board approved the Approval to Provide Post-Retirement Employment Opportunities during the 2026-2027 Fiscal Year.*

## **M. Approval of Regional Cooperative Agreement with the Arizona School for the Deaf and Blind**

*The Governing Board approved the Regional Cooperative Agreement with the Arizona School for the Deaf and Blind as submitted in Exhibit 16.*

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

*The Governing Board approved Out of State Travel as submitted in Exhibit 17.*

## **11. STUDY/ACTION**

### **A. Study of District Facility Rental Programs and Fees**

*For the Study of District Facility Rental Programs and Fees PowerPoint see Exhibit 18.*

Superintendent Jaeger explained that this item was placed on the agenda at board members' request. He asked Mr. Richard La Nasa to present as his department oversees rentals in the District. Superintendent Jaeger noted that the law concerning facility rentals changed several years ago which changed the landscape for everyone and there are nuances to the system that may cause confusion.

Mr. La Nasa offered background on the associated state statutes and governing board policies which guide short term leases and facility usage. He also noted that fees are designed to recover actual district costs associated with facility use; not to generate a profit for the District. Mr. La Nasa shared that each year the Governing Board approves a facility rental fee schedule and a list of organizations eligible for a waiver of fees. This year's approval was June 10, 2025 and a revision was approved in October 2025 to separate building use fee into a "facility fee" and a "utility fee" and also included was an update on waivers. Mr. La Nasa stated that rental fees were increased two years ago due to inflationary pressures and prior to that they hadn't been changed since 2016.

Mr. La Nasa explained that fees are necessary due to a lack of funding from the state for use of facilities after hours. He noted that according to District procedures, a district employee must be on site when a building is in use which is typically a custodian because facilities also need to be cleaned after use. Mr. La Nasa shared when events require a Facility Rental Agreement:

- Events when schools are closed (weekends/holidays)
- Fundraisers with paid admission/tickets
- During summer break (ie: camps and tournaments)

Mr. La Nasa also shared the importance of collecting fees which include:

- Increases in municipal water rates

- Tucson Electric Power has proposed a significant rate increase
- State inflationary funding increases do not keep pace with actual utility inflation
- Collecting utility and staffing fees helps prevent general operating funds to subsidize non-school hour activities

Mr. Munger shared examples of different group types and instances when facility rental agreements and fees apply and when they do not (see Exhibit 18). He noted that 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 the event. Mr. Munger also spoke about student run organizations which have accounts that are overseen by the District whereas PTO's and Booster Clubs deposit money in other accounts not overseen by the District and therefore they are not subject to the purchasing and procurement regulations that student accounts are.

Mr. Munger shared a comparison of Amphitheater's current fee schedule with other districts' in Pima County. He noted that several districts do not have published fee schedules, however, they are subject to the same statute that governs a reasonable collection of fees to cover the cost the district incurs for events. He offered to answer any questions from the Board.

Dr. Gemma asked what programs have received waivers. Mr. Munger explained that a group like Model UN would be subject to a facility fee waiver to use a facility on the weekend for example, however the utility fee would still be applicable. Another example given by Mr. Munger was when an athletic event has to be rescheduled to the weekend due to inclement weather or the lack of availability of referees during the week.

Superintendent Jaeger offered a few examples of organizations who make direct contributions to the District who would be subject to fee waivers such as the Amphi Foundation and Project Grad. He stated the District also sponsors certain activities like Odyssey of the Mind and explained there is a comprehensive list of organizations who are approved for fee waivers. Mr. La Nasa stated that the list Superintendent Jaeger is referencing was posted on the October 14, 2025 meeting agenda and includes public and charitable organizations.

Dr. Gemma asked if gate receipts from athletic events cover all of the costs mentioned. Mr. Munger stated the ticket sales do not cover all of the fees or requirements that the District is required to provide to maintain safety such as off-duty law enforcement.

Vice President Kopec stated it was now time to hear Public Comment regarding this agenda item.

Damon Knepper is the Director of Bands for Ironwood Ridge High School. He spoke about the importance of rehearsals outside of the school day and on weekends. He noted that other districts do not charge their bands for facility usage on the weekends. Mr. Knepper shared that the nature of fine arts programs necessitates operating outside of the regular school day for competitions, etc. He stated that next year his program was looking at being charged \$18,000 just in utility fees and encouraged the continued study of this item.

Gretchen Engel is the parent of an Ironwood Ridge student and band member. She shared the burden of the cost of utility fees in addition to having to pay for transportation to events which she feels will make band cost prohibitive for students. Ms. Engel hoped that tax payer funds would be properly used and prioritized to fund extracurricular activities that enrich the community.

Jameson stated he is a senior at Canyon del Oro High School. He shared his dissatisfaction with the exorbitant utility fees being charged to use their own facilities and the fear that it will negatively affect the health of programs in the future. He thanked the Board for their attention to this matter.

Kim Evans is a parent and member of the CDO Theater Booster. She asked that the Board reconsider their approval of the proposed fee schedule for clubs from October. Ms. Evans noted the enrichment the fine arts have on the community at large and how the students involved positively represent the Amphitheater District. She stated that the fees being charged for rentals and utilities are taking away from the organizations' ability to grow and enrich their programs. Ms. Evans asked that the Board drop these fees for Amphitheater clubs and classes.

Kennedy George is a theater student at Canyon del Oro High School. She spoke about the enriching experiences she's had being a part of the theater program, but noted that the fees charged make it difficult to have any funds leftover to grow their program. Ms. George asked the Board to consider waiving these fees for Amphi programs.

Chris Yetman is a teacher and Academic Decathlon Coach at Canyon del Oro High School and praised the District's strong programs. He spoke about the importance of hosting practices and competitions to strengthen their program, but the fees associated with facility usage are cost prohibitive. Mr. Yetman shared information about three invoices and the discrepancies within them.

Nicolas Holt is the Theater teacher at Canyon del Oro High School. He wished to highlight the fact that his program does not make a profit off of their shows and money from ticket sales goes directly into their production budget. Mr. Holt stated his desire to give students as many opportunities to perform as possible and under the current fee schedule, Saturday matinee performances would not be possible. He asked for clarification as to whether the staff person on campus during off hour events has to be a custodian or if it can be a teacher. Mr. Holt thanked the Governing Board for exploring this issue.

Karen Heffren has two students at Canyon del Oro High School and praised the experiences her children have had in the District, but expressed her fear the fees will have on the band program at CDO. She spoke about the already burdensome transportation costs and efforts to mitigate those by traveling less. Ms. Heffren stated that although facility fees are waived, utility and custodial fees will make it impossible to host band camp for students in the summer, which is strictly rehearsal for the upcoming year and noted that Band is an academic class. She asked for further study on what other districts charge their bands as she didn't feel it was inclusive of the comparison chart shown.

Fred Petersen is a parent of two students at Canyon del Oro High School and expressed dissatisfaction with the charging of these fees to offset budgetary shortfalls. He praised the Fine Arts programs in the District and spoke of the fees associated with Band in particular and the struggles to sustain the program financially. Mr. Petersen spoke about the \$10,000 a year the band already has to raise for transportation and now costs thousands more to cover the utility and custodian fees. He encouraged a study of the state statute mentioned in the presentation particularly subsection B which allows a waiver of all fees by the District if the activity supports the educational function of the District.

Cynthia Jimenez is a mother of three students in the District and serves as the CDO Band Booster President. She shared that her students are open enrolled at CDO in part because of the strong band program and that the students and parents work very hard for competitions and fees. Ms. Jimenez stated that the introduction of utility and custodial fees will add another \$10,000 to be raised. She stated the outcome will shrink fine arts programs around the District and asked that this issue continue to be studied along with transportation for students in these fine arts programs.

Vice President Kopec declared the conclusion of Public Comment and opened the floor to his colleagues for questions or discussion.

Dr. Gemma thanked those who stayed to express their concerns and noted that it was his understanding that the fees for this year's Academic Decathlon event were \$1400. He noted that in the fee schedule there are rates for commercial use and non-profit group use, but there is not a rate for school programs particularly academic programs that go beyond the regular school day and have competitions. Dr. Gemma asked if athletic teams have to pay for transportation.

Mr. Munger stated that there is a \$100 Athletic fee and \$70 of that goes to the District to cover transportation and other associated costs and the school retains the rest to support the program. He noted that the fees do not cover the entire cost of transportation.

Ms. Day asked if cheerleaders travel to away games. Mr. Munger stated that since the away games are not required by AIA for the cheerleaders, the school program would have to incur the cost of transporting the cheerleaders if they wanted them at an away game.

Dr. Gemma moved that the District amend the current rental fee schedule to include a third category entitled "School Based Student and Parent Organizations" which would be separate from non-profits in the

community where rental and utility charges will not be assessed but any overtime custodial fees and charges for equipment would be allowed. Ms. Day seconded the motion.

Superintendent Jaeger asked that the Board give some direction to prepare some analysis of this. He noted he didn't disagree with the underlying intention of the motion, but wants to be careful that we reconcile current realities with what is being asked and ensure that outcomes are equitable among the schools. Superintendent Jaeger suggested that upon the Board's direction, administration would provide an analysis and recommendation. He would support a motion directing a plan be developed with a cost analysis.

Ms. Day expressed a sense of urgency for this to be completed.

Dr. Gemma reiterated a emphasis on student-centered programs. He noted that the comments heard tonight were from parents who take great ownership in the District. He amended his motion that the Board would like to look at this analysis in a timely manner to address the inconsistencies.

Ms. Day also commented that the inconsistencies need to be cleaned up and made clear. She seconded Dr. Gemma's amended motion.

Vice President Kopec added his thanks to Dr. Gemma for his motion and noted that the current situation doesn't sit well with him and that one of the strengths of K-12 public school is the opportunity for students to explore their interests and passions. He asked for a roll call vote.

*Vice President Kopec-yes, Ms. Day-yes, Dr. Gemma-yes, and Ms. Zibrat-yes. Opposed-0. Motion passed 4-0.*

**12. PUBLIC COMMENT**

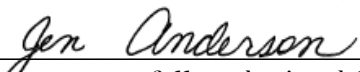
There was no further public comment.

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

Dr. Gemma requested an item that looks at class fees.

**14. ADJOURNMENT**

*Ms. Day moved to adjourn. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor-4. Vice President Kopec, Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed-0. The meeting adjourned at 9:17pm.*

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

March 25, 2026  
Date

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

April 14, 2026  
Date

**Minutes of the Special Governing Board Meeting  
Amphitheater Public Schools  
Tuesday, March 24, 2026**

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A Special public meeting of the Governing Board of Amphitheater Public Schools was held on Tuesday, March 24, 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**

Mr. Matthew A. Kopec, Vice President  
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

**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  
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**

Vice President Kopec called the meeting to order at 5:30pm.

**2. PLEDGE OF ALLEGIANCE**

Vice President Kopec asked Mr. Jason Weaver to lead the Pledge of Allegiance.

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

Vice President Kopec announced that the next Regular Governing Board meeting will take place Tuesday, April 14, 2026 at 6:00p.m., at the Wetmore Center, 701 W. Wetmore Road, Tucson AZ 85705 in the Leadership & Professional Development Center.

**4. PUBLIC COMMENT**

There was no public comment.

**5. 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](#)

Vice President Kopec asked if any items needed to be removed for further discussion or comment. Dr. Gemma asked to pull item K, and Vice President Kopec asked to pull item N.

*Ms. Zibrat moved for Consent Agenda Items 5. A– J, L.–M. and O. be approved as presented. Ms. Day seconded the motion. Voice vote in favor – 4. Vice President Kopec, Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed – 0. Consent Agenda Items 5. A– J, L.–M. and O. passed.*

Vice President Kopec stated that he needed to abstain from voting to approve item N.

Superintendent Jaeger stated he was excited and grateful for the gift of scoreboards for each high school from Idaho Central Credit Union. He wished to highlight that this is one of the largest single gifts ever received by the District – worth approximately \$1.5 million in total. Superintendent Jaeger thanked Mr. Matt Munger for pursuing this opportunity. Mr. Munger expressed gratitude to Armando Soto, Rich La Nasa and Pima Community College Athletic Director, Ken Jacome for their efforts in facilitating this agreement. Mr. Munger also noted that the scoreboards should be installed by the end of the school year.

*Ms. Day moved for Consent item 5. N. be approved. Dr. Gemma seconded the motion. Voice vote in favor -3. Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed -0. Abstained – 1 Vice President Kopec. Consent agenda item 5. N passed.*

In reference to Consent item 5.K., Dr. Gemma asked if insurance rates were part of the meet and confer process. Superintendent Jaeger explained the District's contribution toward benefits hasn't been determined yet as that is part of the meet and confer process. He stated that this item needed to be approved to move forward with the carrier. He asked Scott Little to explain further.

Mr. Little explained that the District is in the third year of a self-funded plan so the savings from that can be reinvested to reduce out of pocket costs for employees. He also said that the listed actuarial rates represent what a COBRA participant would pay without District contributions.

Dr. Gemma asked why approval is needed now if contributions have not yet been determined. Superintendent Jaeger explained that these are the rates from the insurer regardless of what the District contribution will be and approval is needed to move forward with the agreement with the insurer. He noted that the District's contribution has yet to be determined, but will be higher than the current year to help mitigate the rate increases which is part of the meet and confer process.

Mr. Little stated there are plan documents that have to be filed with the federal government, contracts, and programming work that needs to be done for the online enrollment system. He noted there will be a future item addressing District contributions.

*Ms. Zibrat moved for Consent item 5. K. be approved. Dr. Gemma seconded the motion. Voice vote in favor – 4. Vice President Kopec, Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed -0. Consent item 5.k passed.*

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

*The Governing Board approved Appointment of Non-Administrative Personnel as submitted in Exhibit 1.*

**B. Approval of Personnel Changes**

*The Governing Board approved Personnel Changes as submitted in Exhibit 2.*

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

*The Governing Board approved Leave(s) of Absence as submitted in Exhibit 3.*

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

*The Governing Board approved Separation(s) and Termination(s) as submitted in Exhibit 4.*

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

*The Governing Board approved Stipend for Coaching Volunteers as submitted in Exhibit 5.*

**F. Approval of Revision to Amphitheater Policy 4-108.C Staff Development-Travel Reimbursement**

*The Governing Board approved Revision to Amphitheater Policy 4-108.C Staff Development-Travel Reimbursement as submitted in Exhibit 6.*

**G. Approval of Vouchers Totaling and Not Exceeding Approximately \$2,005,560.70**

*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 7.*

Voucher #	Amount	Voucher #	Amount	Voucher #	Amount
1244	\$248,195.66	1245	\$26,110.36	1246	\$5,075.17
1247	\$189,282.12	1248	\$1,399,330.01	1249	\$76,107.22
1250	\$18,066.39	1252	\$18,391.09	1253	\$1,076.98
1254	\$23,925.70				

**H. Acceptance of Gifts**

*The Governing Board approved the Acceptance of Gifts as submitted in Exhibit 8.*

**I. Receipt of November 2025 Report on Auxiliary and Club Balances**

*The Governing Board approved the November 2025 Report on Auxiliary and Club Balances as submitted in Exhibit 9.*

**J. Approval of Parent Support Organization(s) – 2025-2026**

*The Governing Board approved Amphi Baseball Booster and Amphitheater (High) Parent Association as submitted in Exhibit 10.*

**K. Approval of Employee Insurance Rates**

*The Governing Board approved Employee Insurance Rates.*

**L. Approval of Addendum to Intergovernmental Agreement for Free Application for Federal Student Aid (FAFSA) Peer Coach Program with the Arizona Board of Regents (ABOR) and Metro Education Commission (MEC)**

*The Governing Board approved the Addendum to Intergovernmental Agreement for Free Application for Federal Student Aid (FAFSA) Peer Coach Program with the Arizona Board of Regents (ABOR) and Metro Education Commission (MEC) as submitted in Exhibit 11.*

**M. Approval of the District Calendar for the School Year 2027-2028**

*The Governing Board approved the District Calendar for the School Year 2027-2028 as submitted in Exhibit 12.*

**N. Approval of Sponsorship Agreement with Idaho Central Credit Union**

*The Governing Board approved the Sponsorship Agreement with Idaho Central Credit Union as submitted in Exhibit 13.*

**O. Approval of Out of State Travel**

*The Governing Board approved Out of State Travel as submitted in Exhibit 14.*

**11. STUDY**

**A. Study of Proposed 2026-2027 Code of Conduct**

*For the Study of Proposed 2026-2027 Code of Conduct PowerPoint see Exhibit 15.*

Superintendent Jaeger explained that this is the time of year that the Code of Conduct for the subsequent year is reviewed and revisions are recommended. He noted the recommendations for revisions this year are minor and asked Mr. Munger to explain further.

Mr. Munger explained that multiple stakeholders are consulted regarding the Code of Conduct including school administrators and advisory councils. Key changes include:

- Bifurcation of Assault categories: splitting “Assault” in “Assault” and “Assault with Injury” “Aggravated Assault” into “Aggravated Assault” and “Aggravated Assault with Serious Bodily Injury” to ensure more accurate state reporting
- Harassment: Removing the "nonsexual" prefix from harassment to simplify coding
- Inappropriate language and gestures: Adding "drawings or images" to prohibited items/gestures
- Title IX: Reminding administrators to notify the Title IX coordinator before applying discipline
- Attendance Policy: reflects the change in District attendance policy and potential loss of academic credit

- Technology: Clarification on emerging prohibited devices that are covered by state law (ie: smart watches and glasses)

Mr. Munger stated administration is open to feedback as this item will be brought back at a later date for final approval. He offered to answer any questions.

Dr. Gemma asked about the removal of the word “nonsexual” from harassment and if it has been an issue with the language. Mr. Munger stated it wasn’t a pervasive issue and that administrators are adept at differentiating between types of harassment, but it offers a clarity to the application.

There were no further questions.

## **B. Study of K-12 STEM Education**

*For the Study of K-12 STEM Education PowerPoint see Exhibit 16.*

Superintendent Jaeger explained that Ms. Call would be leading a programmatic review of STEM education in the District.

Ms. Call stated she was proud of the work done over the last ten years to propel STEM education in the District. She said the presentation would cover STEM across the District as well as touch on the newly adopted Science curriculum.

Ms. Call gave an overview of the history of STEM and the history of strong math and sciences courses in Amphi. She also spoke about the opening of Innovation Academy in 2017 which was in response to the community’s desire for integrative STEM education and project based learning. Since that time, this model has spread across the District and led to the creation of Maker Spaces in all of the Elementary and Middle Schools. Ms. Call also spoke about the District’s strong participation in science fairs and family science nights.

Ms. Call spoke about the use of “Picture Perfect STEM” and “Mystery Science” curriculums at the Elementary level and the development of curriculum guides to aid teachers in preparing lessons and deliver the curriculum with fidelity. She spoke about professional development used to share the “Mystery Science” curriculum and the popularity of science clubs across campuses. Ms. Call explained working with the International Technology and Engineering Educators Association (ITEEA) and two schools receiving Cognia STEM Accreditation. She asked Ms. Annette Orelup, Principal of Keeling Elementary School to speak about Keeling’s STEM story.

Ms. Orelup spoke about Keeling’s journey over the last four years starting as a D-rated school. She talked about initial collaborations with the staff from Innovation Academy, school-wide participation in the Southern Arizona Regional Science and Engineering Fair (SARSEF) with class projects, and the integration of STEM learning across subject areas. Ms. Orelup shared that over time, STEM became visible in every classroom as teachers expanded the use of project-based learning, inquiry based lessons, and real world learning experiences. She stated that through the staff’s commitment, Keeling has become an A-rated school, ITEEA STEM School of Excellence, and received their Cognia STEM Accreditation. Ms. Orelup shared that students who previously struggled with attendance are now engaged and excited to attend school each day.

Ms. Call shared that at the middle school level students have many STEM class choices including lab sciences, computer programming, Robotics, Forensics, and 21<sup>st</sup> Century Learning which offers career exploration. She asked Greg Burch, Technology teacher from Amphitheater Middle School to speak about electives. Mr. Burch stated that middle school STEM electives provide access to hands-on learning, real world skills, and future career exploration. He spoke about the equipment used to help students with projects as they go through the engineering design process and shared pictures from various class projects. Mr. Burch spoke about the MESA and Girl Power programs which allow students a chance to compete and explore STEM careers.

Ms. Call went on to speak about the STEM pathways available at the high school level. She shared some of the CTE courses available to students including Engineering, Nursing, Construction Technology, Bioscience, Computer Science, and Sports Medicine. Ms. Call explained that students in CTE courses are

eligible to earn industry recognized certifications and some courses are eligible for dual enrollment with Pima Community College or the University of Arizona. She shared that each of the high schools has clubs that cater to students' interests in STEM subject areas with many offering the chance for students to compete. Ms. Call asked Ms. Elizabeth Jacome, Director of Curriculum and Assessment to speak about the new science curriculum.

Ms. Jacome spoke about the importance of inquiry based learning and it's prevalence in programs throughout the District as it aligns with the state's vision for science instruction and the academic standards.

She spoke about the use of SAVAS Learning Company programs which use real world phenomena as a catalyst for student curiosity and learning. Ms. Jacome explained how these programs are used in middle and high school sciences. She also spoke about the professional learning opportunities teachers have engaged in this year to assist in implementation of the programs.

Ms. Call spoke about the partnership with Knowledge Works to apply for the APS STEM Education Grant to work with Innovation Academy, Keeling, and Rio Vista Elementary Schools and ensure curriculum coherence and the hopeful expansion of the work with the K-8 and middle schools as well.

Ms. Call offered to answer any questions.

Dr. Gemma asked about graduate surveys to see how these programs impact students at the university level.

Ms. Call asked Ms. Julie Valenzuela to speak about placement surveys. Ms. Valenzuela explained that one of the compliance pieces required from ADE of the CTE programs are placement surveys where teachers contact students the semester after they graduate to find out what they are doing post-graduation. She shared the difficulties in contacting students to obtain accurate data, but the data shows about 40% of students surveyed follow their programs direct career pathway forward, but that about 95% benefit from the professional skills obtained while taking CTE classes.

Dr. Gemma asked about feedback from local universities regarding freshmen GPA's. Mr. Munger stated there has not been much feedback about specific high schools, but more for graduates across Pima County as a whole. He went on to speak about the implementation of a new ECAP program last year which will allow the District to better track students in the future.

Dr. Gemma asked about dual enrollment courses and if Pima Community College allows teachers to use their own final exams. Mr. Munger explained that teachers can use their own final exam as long as it complies with the curriculum provided by Pima.

Ms. Day wondered if Pima checked that kind of thing. Mr. Munger explained that Pima has become much more involved in the dual enrollment process due to their recent Higher Learning Commission findings ensuring the high schools have required equipment and materials to deliver the prescribed curricula.

Vice President Kopec expressed his gratitude for the presentation.

## **12. PUBLIC COMMENT**

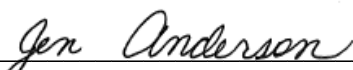
There was no public comment.

## **13. BOARD MEMBER REQUESTS FOR FUTURE AGENDA ITEMS**

Vice President Kopec, Ms. Day, and Dr. Gemma asked for the follow up item on facility rentals and fees.

## **14. ADJOURNMENT**

*Ms. Day moved to adjourn. Ms. Zibrat seconded the motion. There was no discussion. Voice vote in favor-4. Vice President Kopec, Ms. Day, Dr. Gemma, and Ms. Zibrat. Opposed-0. The meeting adjourned at 6:41pm.*



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

March 25, 2026

Date

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*Vicki Cox Golder, Governing Board President*

*April 14, 2026*  
*Date*



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

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**DATE OF MEETING:** April 28, 2026

**TITLE:** Approval of Vouchers Totaling and Not Exceeding Approximately \$2,000,000.00

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**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.

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**RECOMMENDATION:**

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

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**INITIATED BY:**

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Scott Little, Chief Financial Officer

Date: April 15, 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:** April 28, 2026

**TITLE:** Acceptance of Gifts

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**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: April 15, 2026

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Todd A. Jaeger, J.D., Superintendent

<b>Gifts and Donations</b>	<b>Donor</b>	<b>Site</b>
Ck in the amount \$200.00	SABINO CANYON VOL NATURALISTS	MESA VERDE ELEMENTARY
Ck in the amount \$70.75	KROGER	NASH ELEMENTARY
Ck in the amount \$350.00	TUCSON FESTIVAL OF BOOKS	AMPHITHEATER HIGH SCHOOL
Ck in the amount \$1,000.00	PAUL SHAUB	CORONADO K-8
Ck in the amount \$92.40	KROGER	AMPHITHEATER MIDDLE SCHOOL
CANON LARGE FORMAT PRINTER	BEN ZISMANN	CANYON DEL ORO HIGH SCHOOL
ACOUSTIC GUITAR WITH CASE	DANNETTE DEISTER-SCHULTZ	CANYON DEL ORO HIGH SCHOOL
Ck in the amount \$4,820.00	DONALDSON PTO	DONALDSON ELEMENTARY
Ck in the amount \$200.00	SABINO CANYON VOL NATURALISTS	NASH ELEMENTARY
Ck in the amount \$100.00	AMERICAN HEART ASSOCIATION	HARELSON ELEMENTARY
Ck in the amount \$4,900.00	INNOVATION ACADEMY PTO	INNOVATION ACADEMY
Ck in the amount \$500.00	DENTAL WISE	INNOVATION ACADEMY
Ck in the amount \$100.00	CROSS MIDDLE SCHOOL PTO	CROSS MIDDLE SCHOOL
Ck in the amount \$500.00	KARYN ANTON	CROSS MIDDLE SCHOOL
Ck in the amount \$500.00	EDWARD & MICHELLE MOSER	CROSS MIDDLE SCHOOL
Ck in the amount \$5,600.00	INNOVATION ACADEMY PTO	INNOVATION ACADEMY
Ck in the amount \$3,800.00	AMPHITHEATER FOUNDATION	INNOVATION ACADEMY



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

---

**DATE OF MEETING:** April 28, 2026

**TITLE:** Receipt of January 2026 Report on School Auxiliary and Club Balances

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**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.

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**INITIATED BY:**

Scott Little, Chief Financial Officer

Date: April 15, 2026

Todd A. Jaeger, J.D., Superintendent

**Amphitheater Public Schools  
 Summary of Activity for All Schools  
 Auxiliary Accounts  
 For Month Ending January 31, 2026**

Beginning Balance	\$	3,449,761.61
Plus Deposits		333,373.43
Less Disbursements		<u>(328,441.72)</u>
Ending Book Balance For All Schools	\$	<u>3,454,693.32</u>
Outstanding Deposits		(1,084,520.85)
Outstanding Checks		<u>255,393.72</u>
Ending Bank Balance For All Schools	\$	<u>2,625,566.19</u>

**Amphitheater Public Schools  
 Summary of Activity for All Schools  
 Student Activity Accounts  
 For Month Ending January 31, 2026**

Beginning Balance	\$	707,375.05
Plus Deposits		51,487.02
Less Disbursements		<u>(50,543.40)</u>
Ending Book Balance For All Schools	\$	<u>708,318.67</u>
Outstanding Deposits		(113,232.19)
Outstanding Checks		<u>25,809.43</u>
Ending Bank Balance For All Schools	\$	<u>620,895.91</u>

Amphitheater Public School District #10

Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending January 31, 2026

**Amphi Middle School**

Student Gov't	2,656.53
MESA Club	148.06
NJHS	178.52
Odyssey of the Mind	439.12
Science Club	1,684.16
<b>Amphi Middle School Total</b>	<b>\$ 5,106.39</b>

**Copper Creek Elementary**

Student Council	6,585.62
Turquoise Times	32.28
<b>Copper Creek Total</b>	<b>\$ 6,617.90</b>

**Coronado K-8 Schools**

Elementary Student Council	4,858.12
Middle School Student Council	6,576.85
Astronomy/Space & Science	221.76
Band	3,951.05
C.H.O.I.C.E.S.	167.53
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	5,357.84
Odyssey of the Mind	1,577.35
Orchestra	930.57
Running Club	3,152.56
Wrestlers Club	871.70
<b>Coronado Total</b>	<b>\$ 31,281.92</b>

**Cross Middle School**

Student Council	7,433.25
Band Club	2,145.39
Choir Club	2,116.40
Life Skills Exploratory Club	142.96
Musical Theater Club	1,315.32
NJHS	1,892.41
Orchestra Club	2,446.60
Star Club	2,064.57
Web Club	1,806.90
<b>Cross Middle School Total</b>	<b>\$ 21,363.80</b>

**Donaldson Elementary**

Student Council	5,071.98
<b>Donaldson Total</b>	<b>\$ 5,071.98</b>

**Amphitheater Public School District #10**

**Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending January 31, 2026**

<b><u>Harelson Elementary</u></b>	
Student Council	1,825.33
5th Grade Activities	125.36
Track	307.65
<b>Harelson Total</b>	<b>\$ 2,258.34</b>
<b><u>Holaway Elementary</u></b>	
Student Council	753.22
<b>Holaway Total</b>	<b>\$ 753.22</b>
<b><u>Innovation Academy</u></b>	
Student Council	200.69
Algebra Club	116.52
Entrepreneur Club	280.44
Odyssey of the Mind	3,063.05
<b>Innovation Academy Total</b>	<b>\$ 3,660.70</b>
<b><u>Keeling Elementary</u></b>	
Student Council	1,053.71
<b>Keeling Total</b>	<b>\$ 1,053.71</b>
<b><u>La Cima Middle School</u></b>	
Student Council	1,143.69
NJHS	1,078.08
<b>La Cima Total</b>	<b>\$ 2,221.77</b>
<b><u>Mesa Verde Elementary</u></b>	
Student Council	6,100.96
<b>Mesa Verde Total</b>	<b>\$ 6,100.96</b>
<b><u>Nash Elementary</u></b>	
Student Council	1,634.36
<b>Nash Total</b>	<b>\$ 1,634.36</b>
<b><u>Painted Sky Elementary</u></b>	
Student Council	2,463.32
Nature Shop	929.20
Orchestra	273.55
Band	788.13
Chorus	781.42
Milers	2,889.51
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>\$ 9,819.12</b>

**Amphitheater Public School District #10**

**Elementary/Middle Schools  
Student Activity Account Club Balances  
For Month Ending January 31, 2026**

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

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

<b><u>Walker</u></b>	
Student Council	2,415.28
Fitness Fanatics	396.83
Odyssey of the Mind	3,037.77
Art Club	-
<b>Walker Total</b>	<b>\$ 5,849.88</b>

<b><u>Wilson</u></b>	
Student Council	8,021.77
Algebra Club	439.36
Archery Club	2,292.67
Art Club	-
Elementary Student Council	3,975.41
Elementary Choir	715.44
GameMakers	-
MS Choir	2,920.92
MS Theater Club	394.64
National Elementary Honor Society	461.67
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>\$ 23,542.70</b>

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<b>Total K-8 Club Balances</b>	<b>\$ 128,552.81</b>
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Plus: Outstanding Checks	2,339.94
Less: Outstanding Deposits (Inc CC's)	(3,004.20)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-

<b>Bank Balance</b>	<b>\$ 127,888.55</b>
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Sweep Account	\$ 127,888.55
	0.00

**Amphi High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending January 31, 2026**

1001 Student Council	\$ 10,903.63	1450 Debate Club	\$ 586.14
1035 Art Club	966.76	1470 Soccer -Girls	216.76
1050 AHS Unified Panters Club	-	1520 Media Club	1223.37
1070 Band Club	161.51	1560 National Honor Society	259.24
1080 Baseball	1,854.03	1590 Odyssey of the Mind	-
1085 Golf -Boys	-	1600 Orchestra Club	1,115.82
1110 Basketball -Girls	1,589.00	1606 Archery Club	609.00
1111 Book Club	250.00	1620 Mariachi Club	569.50
1113 Drama Club	1,166.02	1631 Panther Popcorn	4,788.63
1115 Choir Club	5,560.23	1740 ASL Club	2,901.93
1120 AVID Club	2,537.46	1744 Auto Skills USA Amphi Chapter	4,525.20
1172 Dance Club	122.10	1745 Soccer -Boys	112.82
1180 Basketball -Boys	6,221.17	1770 Softball Club	527.02
1200 Panther Partners Club	1,252.26	1780 Spanish Club	1,785.15
1226 Early Childhood Club	2,619.13	1785 AHS Spiritline Cheer	37.18
1227 Yearbook Club	1,858.25	1790 Cross Country Club -Girls	819.87
1230 Fashion Sewing Club	-	1803 HOSA Club	8,019.73
1234 FFA Club	965.20	1830 Swim Club	912.89
1235 FFA - Loan Funds	11,650.40	1835 Tennis -Girls	11.72
1245 French Club	1,720.17	1840 Tennis -Boys	12.47
1250 FBLA Club	130.67	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	7,049.96
1275 Girls Golf Club	-	1905 Beach Volleyball	4,179.81
1280 Greenhouse Club	62.70	<b>1950 Bookstore Over/Short</b>	<b>0.52</b>
1290 Wrestling	649.14	1965 Astronomy Club	-
1300 Football Club	1,209.54	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>\$ 100,624.98</u></b>
Plus: Outstanding Checks	3,926.78
Less: Outstanding Deposits (Inc CC's)	(9,801.82)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
<b>Bank Balance</b>	<b><u>\$ 94,749.94</u></b>

Sweep Account \$ 94,749.94  
0.00

**Canyon Del Oro High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending January 31, 2026**

1001 Student Government	\$ 38,360.85	1420 IB Club	\$ 259.47
1020 Academic Decathlon	5,784.19	1425 Anime Club	-
1031 Black Excellence Student Union	231.50	1470 Soccer -Girls	2,832.62
1033 Awareness	15.00	1480 Link Crew	9,680.12
1034 Art Club	203.00	1530 Model United Nations	208.84
1070 Band Club	1,540.06	1560 National Honor Society	1,225.61
1081 Be Kind /Ben's Bell Club	390.64	1580 Youth and Government	90.00
1083 Biology Club	1,922.70	1590 Odyssey of the Mind	8,165.80
1084 Bowling Club	2,151.44	1600 Orchestra Club	9.55
1085 Golf -Boys	12,963.89	1650 Psychology Club	28.00
1110 Basketball -Girls	4,068.45	1740 Sign Language Club	376.02
1111 Book Club	20.62	1742 Senior Spirit Squad	632.82
1113 Drama Club	4,479.63	1743 Skills USA Construction	17,837.42
1115 Choir	1,548.49	1744 Skills USA Autos	19,991.92
1118 Engineering Club	709.67	1745 Soccer -Boys	1,052.60
1128 Mountain Bike	-	1770 Softball Club	-
1140 Chemistry Club	852.57	1780 Spanish Club	616.92
1145 Chess	2,400.15	1785 Spiritline/ Pomline	3,312.73
1150 Culinary Arts/FCCLA	4,065.40	1786 Stunt & Cheer	12,452.19
1155 Catering	13,429.88	1790 Cross Country	8,383.58
1170 Debate Club	-	1800 HOSA-Future Health Professionals	1,872.49
1172 Dance	3,371.79	1810 CDO Travelers' Club	-
1180 Basketball -Boys	-	1830 Swim Club	-
1200 DoradoTeam	3,070.98	1835 Tennis -Girls	3,598.73
1220 Girls Who Code Club	-	1840 Tennis -Boys	1,874.94
1224 CDO Film Club	45.00	1860 Track & Field Club	16,924.68
1225 Environmentalist Club	211.22	1865 TRI-M Club	216.70
1226 Early Childhood	4,716.93	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	3,430.15	1916 Podcast Club	-
1254 Fashion Photography	33.00	1917 Clay Club	587.65
1255 Photography Club	1,733.71	1918 CDO Newspaper Club	-
1267 LGBTQ+	266.62	1919 Literature Club	-
1270 German Club	296.06	1921 CDO Aeronautics	300.00
1275 Golf -Girls	7,311.12	1922 Mud Club	696.04
1290 Wrestling	1,298.74	1923 Skate Club	-
1300 Football Club	7,432.73	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	<b>1950 Bookstore Over/Short</b>	-

**CDO HS Total Clubs** **\$ 250,670.95**

Plus: Outstanding Checks 9,290.37  
Less: Outstanding Deposits (Inc CC's) (53,325.12)  
NSF Checks/Void/Stale/Account Adj -  
Deposit Error/Adjustments -

**Bank Balance** **\$ 206,636.20**

**Ironwood Ridge High School  
Student Activity Account  
Schedule of Club Balances  
For Month Ending January 31, 2026**

1001 Student Government	\$ 42,219.88	1430 Key Club	\$ 917.61
1035 Art Club	1,706.53	1450 Speech & Debate	-
1040 Photography/Skills USA	18,016.30	1470 Soccer -Girls	15,250.51
1055 Fashion Design	-	1530 Model United Nations	3,875.00
1070 Band Club	3,135.01	1560 National Honor Society	4,784.85
1080 Baseball	2,568.47	1575 PHP-People Helping People	-
1083 Science Club	1,898.36	1595 Japanese	-
1085 Golf -Boys	3,469.55	1600 Orchestra Club	3.75
1090 Book Dazzlers	110.00	1700 Club Green	-
1095 Ridge Audio	2,627.85	1740 Sign Language	399.00
1110 Basketball -Girls	119.85	1745 Soccer -Boys	2,079.03
1113 Drama	663.14	1750 Robotics Club	2,029.68
1115 Choir	6,679.22	1755 Sports Medicine-HOSA	125.00
		1770 Softball Club	831.31
1150 Culinary Arts	1,962.54	1785 Spiritline/Cheer Club	1,176.78
1173 Pomline	0.58	1790 Cross Country	906.13
1180 Basketball -Boys	788.60	1800 Sports Medicine Trainers	314.41
1203 Pop till you Drop	2,370.14	1803 Healthcare - HOSA	258.48
1226 Early Childhood	1,704.98	1830 Swim Club	5,795.65
1227 Yearbook	58,993.09	1835 Tennis -Girls	3,388.08
1230 FCA-Future Christian Athletes	-	1840 Tennis -Boys	4,984.88
1256 On the Ridge Design/Iron Quill	6,123.20	1850 Technical Theater Club	78.53
1260 Gaming	114.95	1860 Track & Field Club	-
1266 Q Club	399.57	1900 Volleyball -Girls	22.53
1275 Golf -Girls	2,528.32	1905 Beach Volleyball	5,435.73
1280 DECA	-	1910 Imprints of Honor	915.50
1290 Wrestling	787.84		
1300 Football	7,617.67	<b>1950 Bookstore Over/Short</b>	<b>-</b>
1350 Volleyball -Boys	8,291.85		

<b>Ironwood Ridge HS Total Clubs</b>	<b><u>\$ 228,469.93</u></b>
Plus: Outstanding Checks	10,252.34
Less: Outstanding Deposits (Inc CC's)	(47,101.05)
NSF Checks/Void/Stale/Account Adj	-
Deposit Error/Adjustments	-
<b>Bank Balance</b>	<b><u>\$ 191,621.22</u></b>

Sweep Account \$ 191,621.22  
0.00



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

---

**DATE OF MEETING:**      **April 28, 2026**

**TITLE:**            **Approval of Disposal of Surplus Property via PublicSurplus.com**

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**BACKGROUND:**

With Governing Board approval, the Administration will sell via an Internet-Based Online-Sale the following surplus property:

<u>Description</u>	<u>Quantity</u>
Tractor/Mower w/lift arms and bucket	1

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**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board approve the disposal of surplus property at a competitive Internet-Based Online-Sale via PublicSurplus.com.

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**INITIATED BY:**

*Scott Little*

Scott Little, Chief Financial Officer

Date: April 22, 2026

*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent



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

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**DATE OF MEETING:**      **April 28, 2026**

**TITLE:**            **Approval of Fiscal Year 2026-2027 Salary Placement Schedules and Market Adjustments**

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**BACKGROUND:**

The following Fiscal Year 2026-2027 salary placement schedules are presented for review and approval. These schedules incorporate the changes approved by the Governing Board on April 14, 2026, as part of the Salary and Benefits/Meet and Confer package:

- Certificated
- Classified/Support Staff
- Imagine Preschool Directors
- Professional Exempt
- Professional Non-Teaching
- Administrative
- Cabinet
- Addendum – Athletic & Non-athletic

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All schedules will be effective beginning July 1, 2026.

This agenda item also proposes adjustments to select position classifications for Fiscal Year 2026-2027:

- Counselor (including College Advising Counselor)
- Librarian
- School Nurse
- Psychologist

A recent market analysis indicates that compensation for these classifications is currently below market. In addition, these positions have experienced continual vacancies over multiple years often requiring the District to rely on contracted staff through third-party vendors, particularly for School Nurses and Psychologists, resulting in significant additional costs.

To address these challenges, the District recommends the following adjustments for 2026-2027:

- Counselor, Librarian and School Nurse – Return these classifications to the Certificated Placement Schedule as was the practice in prior years. This change will help restore equity and improve competitiveness in the labor market.
  - The minimum starting pay for Counselor increases from \$47,488.00 to \$52,186.90 (after applying the \$3,000.00 from the Classroom Site Fund).
  - The minimum starting pay for Librarian increases from \$46,888.00 to \$50,186.65 (after applying the \$3,000.00 from the Classroom Site Fund) .

- The minimum starting pay for School Nurse increases from \$49,500.00 to \$50,186.65 (after applying the \$3,000.00 from the Classroom Site Fund) .
- The High School Athletic Trainer will also be moving to the Certificated Placement schedule.
- Psychologist – Increase the minimum starting salary from \$67,014.76 to \$71,000.00 (after applying the \$3,000.00 from the Classroom Site Fund) to improve competitiveness and reduce reliance on contracted services.

Current employees within these classifications will also receive salary adjustments based on years of experience consistent with past market adjustment practices. Individual employee market adjustments will be presented to the Governing Board at a future meeting.

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**RECOMMENDATION:**

It is the recommendation of the Administration that Fiscal Year 2026-2027 salary placement schedules and 53 markets adjustments be approved as presented.

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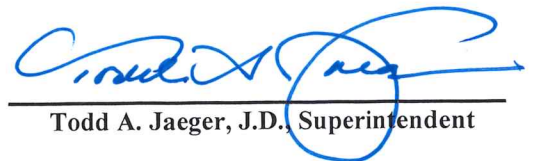
**INITIATED BY:**



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John Hastings, Director of Human Resources

Date: April 21, 2026



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Todd A. Jaeger, J.D., Superintendent

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 ADMINISTRATIVE PLACEMENT SCHEDULE**

<b>PRINCIPALS</b>	<b>MINIMUM</b>
High School (HSP)	\$ 96,109.11
High School w/ Doctoral (HSPD)	\$ 99,135.35
K-8 (KSP)	\$ 92,597.87
K-8 w/ Doctoral (KSPD)	\$ 95,624.11
Middle School (MSP)	\$ 89,097.87
Middle School w/ Doctoral (MSPD)	\$ 92,124.11
Elementary (ESP)	\$ 84,359.68
Elementary w/ Doctoral (ESPD)	\$ 87,385.92

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<b>ASSISTANT PRINCIPALS/DIRECTORS</b>	<b>MINIMUM</b>
High School (HSA)	\$ 84,621.82
High School w/ Doctoral (HSAD)	\$ 87,577.51
Asst. Dept. Director (ADD)	\$ 79,823.03
Asst. Dept. Director w/ Doctoral (ADDD)	\$ 82,849.28
K-8/Middle School (MSA)	\$ 75,089.98
K-8/Middle School w/ Doctoral (MSAD)	\$ 78,116.23
Elementary (ESA)	\$ 66,738.76
Elementary w/ Doctoral (ESAD)	\$ 69,765.01

<b>SUPPORT ADMINISTRATORS</b>	<b>MINIMUM</b>
All (SAS)	\$ 60,330.36
All Support w/ Doctoral (SASD)	\$ 63,356.61

<b>Administrative Substitute</b>	\$ 200.00
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Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

**AMPHITHEATER PUBLIC SCHOOLS**  
**FY27 ADMINISTRATIVE SALARY GUIDELINES**

New employees start at the minimum rate

    With 3-4 years of experience, eligible for 2% over minimum

    With 5+ years of experience, eligible for 4% over minimum

Promotions - Will receive the difference between the starting rate at each level  
                  or 4%, whichever is greater

Demotions - Rate reduced by the difference between the starting rate each level

Employees who receive their doctorate will receive \$3000.00 when moving up to the  
doctorate level

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Contract Type:

Administrative - 10 Month

Administrative - 12 Month

## AMPHITHEATER PUBLIC SCHOOLS FY27 CABINET PLACEMENT SCHEDULE

CABINET	MINIMUM
Director of 21st Century Ed (HSA)	\$ 84,621.82
Director of 21st Century Ed w/Doctoral (HSAD)	\$ 87,577.51
Director of Curriculum & Assessment (HSA)	\$ 84,621.82
Director of Curric & Assess w/Doctoral (HSAD)	\$ 87,577.51
Director of Communications (KSP)	\$ 92,597.87
Director of Communications w/Doctoral (KSPD)	\$ 95,624.11
Director of Human Resources (KSP)	\$ 92,597.87
Director of Human Resources (KSPD)	\$ 95,624.11
Executive (CAB-E)	\$ 96,939.43
Executive w/ Doctoral (CABD-E)	\$ 99,675.61
Associate Superintendent (CAB-A)	\$ 108,501.60
Associate Superintendent w/ Doctoral (CABD-A)	\$ 111,247.27

56

Includes option to sell back ten (10) days of vacation within the fiscal year, to be paid at the administrator's rate of pay.

Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

## AMPHITHEATER PUBLIC SCHOOLS FY27 CABINET PLACEMENT GUIDELINES

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

Promotions - Will receive the difference between the starting rate at each level or 4%, whichever is greater; if the increase falls within the hiring range, years of experience may be credited

Demotions - Rate reduced by the difference between the starting rate each level

Employees who receive their doctorate will receive \$2700.00 when moving up to the doctorate level

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Contract Type:  
Multi-Position Officer  
Senior Staff

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 CERTIFICATED PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$50,186.65	\$50,853.40	\$52,186.90	\$52,852.60	\$54,186.10	\$55,518.55

Additional compensation may be given for years of experience.

Salary amounts include monies from Prop 301, fund 11 and fund 13, as well as override retention funding previously itemized separately on the salary schedule, and are subject to reduction if either expires.

**AMPHITHEATER PUBLIC SCHOOLS**

**FY27 CERTIFICATED SALARY GUIDELINES**

**(CTT)**

**PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative**

1-3 years of experience will receive \$100 for each year of experience

4-6 years of experience will receive \$400 for each year of experience

7-10 years of experience will receive \$600 for each year of experience

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE			
0 years	\$ 50,186.65	\$ 50,853.40	\$ 52,186.90	\$ 52,852.60	\$ 54,186.10	\$ 55,518.55			
1 year	\$ 50,286.65	\$ 50,953.40	\$ 52,286.90	\$ 52,952.60	\$ 54,286.10	\$ 55,618.55	\$ 100.00		
2 years	\$ 50,386.65	\$ 51,053.40	\$ 52,386.90	\$ 53,052.60	\$ 54,386.10	\$ 55,718.55	\$ 100.00		
3 years	\$ 50,486.65	\$ 51,153.40	\$ 52,486.90	\$ 53,152.60	\$ 54,486.10	\$ 55,818.55	\$ 100.00		
4 years	\$ 50,886.65	\$ 51,553.40	\$ 52,886.90	\$ 53,552.60	\$ 54,886.10	\$ 56,218.55	\$ 400.00		
5 years	\$ 51,286.65	\$ 51,953.40	\$ 53,286.90	\$ 53,952.60	\$ 55,286.10	\$ 56,618.55	\$ 400.00		
6 years	\$ 51,686.65	\$ 52,353.40	\$ 53,686.90	\$ 54,352.60	\$ 55,686.10	\$ 57,018.55	\$ 400.00		
7 years	\$ 52,286.65	\$ 52,953.40	\$ 54,286.90	\$ 54,952.60	\$ 56,286.10	\$ 57,618.55	\$ 600.00		
8 years	\$ 52,886.65	\$ 53,553.40	\$ 54,886.90	\$ 55,552.60	\$ 56,886.10	\$ 58,218.55	\$ 600.00		
9 years	\$ 53,486.65	\$ 54,153.40	\$ 55,486.90	\$ 56,152.60	\$ 57,486.10	\$ 58,818.55	\$ 600.00		
10 years	\$ 54,086.65	\$ 54,753.40	\$ 56,086.90	\$ 56,752.60	\$ 58,086.10	\$ 59,418.55	\$ 600.00		
							\$ 3,900.00		

**DEGREE/LEVEL MOVEMENT**

BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	\$ 666.75								
MA	\$ 2,000.25	MA	\$ 1,333.50						
MA+15	\$ 2,665.95	MA+15	\$ 1,999.20	MA+15	\$ 665.70				
ED Spec	\$ 3,999.45	ED Spec	\$ 3,999.45	ED Spec	\$ 1,999.20	ED Spec	\$ 1,333.50		
DOC	\$ 5,331.90	DOC	\$ 5,331.90	DOC	\$ 3,331.65	DOC	\$ 2,665.95	DOC	\$ 1,332.45

Teachers with their National Board Certified will be placed at Ed Spec./NBCT

Positions:	Teacher	Athletic Trainer	CIPS/CISS/CISS	Counselor	59 ISA	Librarian	School Nurse	Sped Facilitator	
Contract Type:	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	Standard, PT, ST	PNT - 10 month	Standard, PT, ST	07/01/2026

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL 1		MINIMUM
Assistant to Audiologist		15.60
Bookstore Clerk		
Bus Driver Trainee		
Campus Monitor		
Clerk		
Cook		
Crossing Guard		
ECHO Afterschool Aide/Caregiver		
Food Service Attendant		
Instructional Aide		
Library Clerk		
Preschool Aide/Caregiver		
School Health Assistant		
Student/Family Advocate		
Transportation Attendant		
LEVEL 2		MINIMUM
Attendance Clerk		15.75
Behavioral Intervention Monitor		
Bilingual Clerk		
Bilingual Instructional Assistant		
Classroom Aide/Caregiver		
Computerized Copy Machine Operator		
Custodian I		
Food Service Courier		
Groundskeeper I		
Human Resources Customer Service Representative		
Library Media Technician I		
Mail/Courier Service Provider		
Native American Tutor/Advisor		
Registrar - Middle School		
Shipping/Receiving Clerk		
Student Services Coordinator Assistant I		
Trades Apprentice		
Translator/Interpreter		
LEVEL 3		MINIMUM
Agriscience Assistant		15.90
Bilingual Community Liaison		
Bookkeeper I		
Computer Systems Operator		
High School Athletic Secretary		
Instructional Technology Specialist		
Reading Room Assistant		
Registrar - Amphi Academy Online K-12		
Secretary I		
Special Ed Teaching Assistant		
Student Services Coordinator Assistant II		

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL 4		MINIMUM
District Athletic Equipment Coordinator		16.05
Ed Assistant To Elementary Principal		
Elementary School Health Aide		
GEAR UP Assistant		
Graphics & Printing Assistant		
Library Assistant		
Parent Educator		
Registrar - High School		
Secretary II		
Transportation Scheduler		
LEVEL 5		MINIMUM
Automotive Parts Coordinator		16.30
Cook - Lead		
Custodian II		
ECHO Afterschool Instructional Specialist		
Fringe Benefits Assistant		
Groundskeeper II		
Human Resources Data Technician		
Instructional Specialist - Land Lab/Agriscience		
Inventory Control Clerk		
Maintenance Supply Coordinator		
Preschool Instructional Specialist		
Secretary III		
Student Records Management Specialist		
LEVEL 6		MINIMUM
Custodian III		16.60
Food Service Attendant - Lead		
Inventory & Procurement Coordinator		
Lead Groundskeeper I		
Parent Educator Coordinator		
Procurement Specialist		
School Admin Assistant		
Security Officer		
Special Ed Records Specialist		
LEVEL 7		MINIMUM
Alternative/Small Vehicle Driver		17.15
Bilingual Office Assistant		
Bookkeeper II		
Language Assessment Specialist		
Special Ed Records Specialist - Lead		

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL 8		MINIMUM
Administrative Assistant I		17.45
Facilities Technician		
Food Service Supervisor		
Irrigation Systems Mechanic		
Maintenance Technician II		
Manager-Bookstore		
Painter III		
Preventative Maintenance Technician II		
Speech/Language Pathology Assistant		
LEVEL 9		MINIMUM
15 Passenger Bus Driver		17.85
Administrative Assistant - Bilingual Communication		
Grounds Equipment Mechanic		
Journeyman Carpenter		
LEVEL 10		MINIMUM
Auto Mechanic I		18.55
Benefits Specialist		
Budget Technician		
Certification & Training Specialist		
District Food Service Coordinator		
Human Resources Recruitment Specialist		
Human Resources Specialist		
Lead Facilities Technician		
Lead Irrigation Systems Mechanic		
Transportation Dispatcher		
LEVEL 11		MINIMUM
Administrative Assistant II		18.85
Administrative Assistant II - Legal		
Auto Mechanic II		
Human Resources Generalist		
Routing Coordinator - Transportation		
School Psychologist Intern		
Transportation Driver Trainer/Relief		
LEVEL 12		MINIMUM
Auto Mechanic Lead		20.01
Computer Repair Technician		
District Substitute Coordinator		
JTED Computer Repair Technician		
Locksmith		
Transportation Training & Safety Coordinator		

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT SCHEDULE**

LEVEL 13		MINIMUM
Bus Driver		21.63
Certified Occupational Therapy Assistant		
Chief Mechanic - Garage		
Computer Network System Installer		
Payroll Specialist I		
Refrigeration Mechanic II		
Web & Digital Media Specialist		
LEVEL 14		MINIMUM
Homeless Education Liaison		23.56
Payroll Specialist - Lead		
Plumber		
LEVEL 15		MINIMUM
Building Automation Technician		25.30
Electrician		
Electronic Technician		
Facilities Project Coordinator		
Lead Plumber		
Refrigeration Mechanic III		
LEVEL 16		MINIMUM
Lead Electrician		27.30
Lead Refrigeration Mechanic		
LEVEL 17		MINIMUM
Computer Network System Coordinator II		29.30
<ul style="list-style-type: none"> <li>• Additional compensation may be given for years of experience.</li> <li>• Pay rates include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.</li> </ul>		
		7/1/2026

**AMPHITHEATER PUBLIC SCHOOLS**  
**FY27 SUPPORT STAFF/CLASSIFIED PLACEMENT GUIDELINES**

New employees start at the minimum rate

With 3-4 years of experience, eligible for 2% over minimum

With 5+ years of experience, eligible for 4% over minimum

*The above rules do not apply to positions in level 1*

Promotions - Will receive the difference between the starting rate at each level or 4%, whichever is greater; if the increase falls within the hiring range, years of experience may be credited

Demotions - Rate reduced by the difference between the starting rate at each level

**AMPHITHEATER PUBLIC SCHOOLS**  
**FY27 IMAGINE PRESCHOOL DIRECTOR PLACEMENT SCHEDULE**

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE
Minimum	\$59,503.98	\$60,170.73	\$61,504.23	\$62,169.93	\$63,503.43	\$64,835.88

Additional compensation may be given for years of experience.

Salary amounts include:

- override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.
- additional compensation for working a 10-hour work day as is a requirement of the position.

**AMPHITHEATER PUBLIC SCHOOLS**

**FY27 IMAGINE PRESCHOOL DIRECTOR SALARY GUIDELINES**

**(CTT)**

**PRIOR EXPERIENCE - Salary credit for years of experience will be cumulative**

1-3 years of experience will receive \$100 for each year of experience

4-6 years of experience will receive \$400 for each year of experience

7-10 years of experience will receive \$600 for each year of experience

	BACHELORS	BA/BS + 15	MASTERS	MA/MS + 15	ED SPEC/NBCT	DOCTORATE			
0 years	\$ 59,503.98	\$ 60,170.73	\$ 61,504.23	\$ 62,169.93	\$ 63,503.43	\$ 64,835.88			
1 year	\$ 59,603.98	\$ 60,270.73	\$ 61,604.23	\$ 62,269.93	\$ 63,603.43	\$ 64,935.88	\$ 100.00		
2 years	\$ 59,703.98	\$ 60,370.73	\$ 61,704.23	\$ 62,369.93	\$ 63,703.43	\$ 65,035.88	\$ 100.00		
3 years	\$ 59,803.98	\$ 60,470.73	\$ 61,804.23	\$ 62,469.93	\$ 63,803.43	\$ 65,135.88	\$ 100.00		
4 years	\$ 60,203.98	\$ 60,870.73	\$ 62,204.23	\$ 62,869.93	\$ 64,203.43	\$ 65,535.88	\$ 400.00		
5 years	\$ 60,603.98	\$ 61,270.73	\$ 62,604.23	\$ 63,269.93	\$ 64,603.43	\$ 65,935.88	\$ 400.00		
6 years	\$ 61,003.98	\$ 61,670.73	\$ 63,004.23	\$ 63,669.93	\$ 65,003.43	\$ 66,335.88	\$ 400.00		
7 years	\$ 61,603.98	\$ 62,270.73	\$ 63,604.23	\$ 64,269.93	\$ 65,603.43	\$ 66,935.88	\$ 600.00		
8 years	\$ 62,203.98	\$ 62,870.73	\$ 64,204.23	\$ 64,869.93	\$ 66,203.43	\$ 67,535.88	\$ 600.00		
9 years	\$ 62,803.98	\$ 63,470.73	\$ 64,804.23	\$ 65,469.93	\$ 66,803.43	\$ 68,135.88	\$ 600.00		
10 years	\$ 63,403.98	\$ 64,070.73	\$ 65,404.23	\$ 66,069.93	\$ 67,403.43	\$ 68,735.88	\$ 600.00		

**DEGREE/LEVEL MOVEMENT**

BACHELORS	AMT	BA/BS + 15	AMT	MASTERS	AMT	MA/MS + 15	AMT	ED SPEC/NBCT	AMT
BA+15	\$ 666.75								
MA	\$ 2,000.25	MA	\$ 1,333.50						
MA+15	\$ 2,665.95	MA+15	\$ 1,999.20	MA+15	\$ 665.70				
ED Spec	\$ 3,999.45	ED Spec	\$ 3,999.45	ED Spec	\$ 1,999.20	ED Spec	\$ 1,333.50		
DOC	\$ 5,331.90	DOC	\$ 5,331.90	DOC	\$ 3,331.65	DOC	\$ 2,665.95	DOC	\$ 1,332.45

Teachers with their National Board Certified will be placed at Ed Spec./NBCT

Contract Type:	Professional - 10 month			66					07/01/2026
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## AMPHITHEATER PUBLIC SCHOOLS

### FY27 PROFESSIONAL EXEMPT PLACEMENT SCHEDULE

<u>Professional Position</u>	<u>Minimum</u>
Accountant	\$62,600.00
Assistant Manager - Transportation	\$44,089.54
Community and Family Engagement Coordinator	\$56,823.43
Data & Assessment Coordinator	\$44,089.54
District Program Coordinator	\$49,912.89
EL/Special Education Specialist	\$47,440.77
ELL District Coordinator	\$63,559.00
Equity & Safety Compliance Officer and Title IX Coordinator (CL-PR)	\$56,226.84
Executive Assistant to the Superintendent and Governing Board	\$61,224.33
Food Service Nutritionist	\$48,108.10
GEAR UP Coach	\$51,790.56
Gifted Education Coordinator	\$63,559.00
HRIS Analyst	\$51,790.56
IB World School Coordinator	\$46,577.92
Instructional Coach	\$47,440.77
Literacy (ELA) Coordinator (PK-12)	\$56,823.43 <sup>67</sup>
Manager of Building Systems	\$54,750.28
Manager of Construction Projects	\$53,744.12
Manager of District Benefits	\$56,223.43
Manager of Graphics & Printing	\$44,902.62
Manager of Grounds	\$46,577.92
Manager of Payroll	\$63,559.00
Manager of Purchasing	\$74,946.42
Manager of Technical Support	\$63,559.00
Manager of Transportation Information Systems	\$44,089.54
Math Coordinator (PK-12)	\$56,823.43
Native American Ed Advisor/Coordinator	\$36,785.99
Program Evaluation & Data Analyst	\$63,559.00
Programmer Analyst	\$58,980.30
School Improvement Specialist	\$51,790.56
Science/STEM Coordinator (PK-12)	\$56,823.43
Site Program Coordinator	\$41,744.73
Social Studies Coordinator (PK-12)	\$56,823.43
Software/Database Application Specialist	\$61,224.33
Special Education Coordinator	\$63,559.00
Student Data Mgt System Analyst/Trainer	\$58,980.30
Tele/Data Network Systems Coordinator	\$44,902.62
Additional compensation may be given for years of experience.	
Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.	
7/1/2026	

**FY27 PROFESSIONAL EXEMPT SALARY GUIDELINES**

**(PR EX)**

<b>Professional Position</b>	<b>Minimum</b>	<b>1 Year</b>	<b>2 years</b>	<b>3 years</b>	<b>4 years</b>	<b>5 years</b>	<b>6 years</b>	<b>7 years</b>	<b>8 years</b>	<b>9 years</b>	<b>10 years</b>
Accountant (CL-PR)	\$62,600.00	\$63,852.00	\$65,129.04	\$66,431.62	\$67,760.25	\$69,115.46	\$70,497.77	\$71,907.73	\$73,345.88	\$74,812.80	\$76,309.06
Assistant Manager - Transportation (CL-PR)	\$44,089.54	\$44,971.33	\$45,870.76	\$46,788.18	\$47,723.94	\$48,678.42	\$49,651.99	\$50,645.03	\$51,657.93	\$52,691.09	\$53,744.91
Community and Family Engagement Coordinator (CL-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Data & Assessment Coordinator (CL-PR)	\$44,089.54	\$44,971.33	\$45,870.76	\$46,788.18	\$47,723.94	\$48,678.42	\$49,651.99	\$50,645.03	\$51,657.93	\$52,691.09	\$53,744.91
District Program Coordinator (CL-PR)	\$49,912.89	\$50,911.15	\$51,929.37	\$52,967.96	\$54,027.32	\$55,107.87	\$56,210.03	\$57,334.23	\$58,480.91	\$59,650.53	\$60,843.54
EL/Special Education Specialist (CT-PR)	\$47,440.77	\$48,389.59	\$49,357.38	\$50,344.53	\$51,351.42	\$52,378.45	\$53,426.02	\$54,494.54	\$55,584.43	\$56,696.12	\$57,830.04
ELL District Coordinator (CT-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
Equity & Safety Compliance Officer and Title IX Coordinator (CL-PR)	\$56,226.84	\$57,351.38	\$58,498.41	\$59,668.38	\$60,861.75	\$62,078.99	\$63,320.57	\$64,586.98	\$65,878.72	\$67,196.29	\$68,540.22
Executive Assistant to the Superintendent and Governing Board (CL-PR)	\$61,224.33	\$62,448.82	\$63,697.80	\$64,971.76	\$66,271.20	\$67,596.62	\$68,948.55	\$70,327.52	\$71,734.07	\$73,168.75	\$74,632.13
Food Service Nutritionist (CL-PR)	\$48,108.10	\$49,070.26	\$50,051.67	\$51,052.70	\$52,073.75	\$53,115.23	\$54,177.53	\$55,261.08	\$56,366.30	\$57,493.63	\$58,643.50
GEAR UP Coach (CL-PR)	\$51,790.56	\$52,826.37	\$53,882.90	\$54,960.56	\$56,059.77	\$57,180.97	\$58,324.59	\$59,491.08	\$60,680.90	\$61,894.52	\$63,132.41
Gifted Education Coordinator (CT-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
HRIS Analyst (CL-PR)	\$51,790.56	\$52,826.37	\$53,882.90	\$54,960.56	\$56,059.77	\$57,180.97	\$58,324.59	\$59,491.08	\$60,680.90	\$61,894.52	\$63,132.41
IB World School Coordinator (CT-PR)	\$46,577.92	\$47,509.48	\$48,459.67	\$49,428.86	\$50,417.44	\$51,425.79	\$52,454.31	\$53,503.40	\$54,573.47	\$55,664.94	\$56,778.24
Instructional Coach (CT-PR)	\$47,440.77	\$48,389.59	\$49,357.38	\$50,344.53	\$51,351.42	\$52,378.45	\$53,426.02	\$54,494.54	\$55,584.43	\$56,696.12	\$57,830.04
Literacy (ELA) Coordinator (PK-12) (CT-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Manager of Building Systems (CL-PR)	\$54,750.28	\$55,845.29	\$56,962.20	\$58,101.44	\$59,263.47	\$60,448.74	\$61,657.71	\$62,890.86	\$64,148.68	\$65,431.65	\$66,740.28
Manager of Construction Projects (CL-PR)	\$53,744.12	\$54,819.00	\$55,915.38	\$57,033.69	\$58,174.36	\$59,337.85	\$60,524.61	\$61,735.10	\$62,969.80	\$64,229.20	\$65,513.78
Manager of District Benefits (CL-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Manager of Graphics & Printing (CL-PR)	\$44,902.62	\$45,800.67	\$46,716.68	\$47,651.01	\$48,604.03	\$49,576.11	\$50,567.63	\$51,578.98	\$52,610.56	\$53,662.77	\$54,736.03
Manager of Grounds (CL-PR)	\$46,577.92	\$47,509.48	\$48,459.67	\$49,428.86	\$50,417.44	\$51,425.79	\$52,454.31	\$53,503.40	\$54,573.47	\$55,664.94	\$56,778.24
Manager of Payroll (CL-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
Manager of Purchasing (CL-PR)	\$74,946.42	\$76,445.35	\$77,974.26	\$79,533.75	\$81,124.43	\$82,746.92	\$84,401.86	\$86,089.90	\$87,811.70	\$89,567.93	\$91,359.29
Manager of Technical Support (CL-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
Manager of Transportation Information Systems (CL-PR)	\$44,089.54	\$44,971.33	\$45,870.76	\$46,788.18	\$47,723.94	\$48,678.42	\$49,651.99	\$50,645.03	\$51,657.93	\$52,691.09	\$53,744.91
Math Coordinator (PK-12) (CT-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Native American Ed Advisor/Coordinator (CL-PR)	\$36,785.99	\$37,521.71	\$38,272.14	\$39,037.58	\$39,818.33	\$40,614.70	\$41,426.99	\$42,255.53	\$43,100.64	\$43,962.65	\$44,841.90
Program Evaluation & Data Analyst (CL-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
Programmer Analyst (CL-PR)	\$58,980.30	\$60,159.91	\$61,363.11	\$62,590.37	\$63,842.18	\$65,119.02	\$66,421.40	\$67,749.83	\$69,104.83	\$70,486.93	\$71,896.67
School Improvement Specialist (CT-PR)	\$51,790.56	\$52,826.37	\$53,882.90	\$54,960.56	\$56,059.77	\$57,180.97	\$58,324.59	\$59,491.08	\$60,680.90	\$61,894.52	\$63,132.41
Science/STEM Coordinator (PK-12) (CT-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Site Program Coordinator (CT-PR)	\$41,744.73	\$42,579.62	\$43,431.21	\$44,299.83	\$45,185.83	\$46,089.55	\$47,011.34	\$47,951.57	\$48,910.60	\$49,888.81	\$50,886.59
Social Studies Coordinator (PK-12) (CT-PR)	\$56,823.43	\$57,959.90	\$59,119.10	\$60,301.48	\$61,507.51	\$62,737.66	\$63,992.41	\$65,272.26	\$66,577.71	\$67,909.26	\$69,267.45
Software/Database Application Specialist (CL-PR)	\$61,224.33	\$62,448.82	\$63,697.80	\$64,971.76	\$66,271.20	\$67,596.62	\$68,948.55	\$70,327.52	\$71,734.07	\$73,168.75	\$74,632.13
Special Education Coordinator (CT-PR)	\$63,559.00	\$64,830.18	\$66,126.78	\$67,449.32	\$68,798.31	\$70,174.28	\$71,577.77	\$73,009.33	\$74,469.52	\$75,958.91	\$77,478.09
Student Data Mgt System Analyst/Trainer (CL-PR)	\$58,980.30	\$60,159.91	\$61,363.11	\$62,590.37	\$63,842.18	\$65,119.02	\$66,421.40	\$67,749.83	\$69,104.83	\$70,486.93	\$71,896.67
Tele/Data Network Systems Coordinator (CL-PR)	\$44,902.62	\$45,800.67	\$46,716.68	\$47,651.01	\$48,604.03	\$49,576.11	\$50,567.63	\$51,578.98	\$52,610.56	\$53,662.77	\$54,736.03

Contract Type:  
Professional - 10 Month  
Professional - 12 Month

**AMPHITHEATER PUBLIC SCHOOLS  
FY27 PROFESSIONAL PLACEMENT SCHEDULE**

	<b>MINIMUM</b>
Social Workers	\$ 52,186.90
Social Workers w/doctorate	\$ 55,005.35
Speech Language Pathologists w/bachelors	\$ 61,200.00
Speech Language Pathologists w/masters	\$ 64,018.45
Audiologists	\$ 56,531.59
Audiologists w/doctorate	\$ 59,350.04
Psychologists	\$ 71,000.00
Psychologists w/doctorate	\$ 73,818.45
Occupational Therapists	\$ 66,830.79
Occupational Therapists w/doctorate	\$ 69,649.24
Physical Therapists	\$ 67,166.18
Physical Therapists w/doctorate	\$ 69,984.63

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Additional compensation may be given for years of experience.

Salary amounts include override retention funding previously itemized separately on the salary schedule and are subject to reduction if the override expires.

7/1/2026

# AMPHITHEATER PUBLIC SCHOOLS

## FY27 PROFESSIONAL SALARY GUIDELINES

	Social Workers (CL-PR)	Social Workers w/doctorate (CL-PR)	Speech Language Pathologists w/bachelors (CT-PR)	Speech Language Pathologists w/masters (CT-PR)	Audiologists (CL-PR)	Audiologists w/doctorate (CL-PR)
MINIMUM	\$ 52,186.90	\$ 55,005.35	\$ 61,200.00	\$ 64,018.45	\$ 56,531.59	\$ 59,350.04
1	\$ 53,230.64	\$ 56,105.46	\$ 62,424.00	\$ 65,298.82	\$ 57,662.22	\$ 60,537.04
2	\$ 54,295.25	\$ 57,227.57	\$ 63,672.48	\$ 66,604.80	\$ 58,815.46	\$ 61,747.78
3	\$ 55,381.16	\$ 58,372.12	\$ 64,945.93	\$ 67,936.90	\$ 59,991.77	\$ 62,982.74
4	\$ 56,488.78	\$ 59,539.56	\$ 66,244.85	\$ 69,295.64	\$ 61,191.61	\$ 64,242.39
5	\$ 57,618.56	\$ 60,730.35	\$ 67,569.75	\$ 70,681.55	\$ 62,415.44	\$ 65,527.24
6	\$ 58,770.93	\$ 61,944.96	\$ 68,921.15	\$ 72,095.18	\$ 63,663.75	\$ 66,837.78
7	\$ 59,946.35	\$ 63,183.86	\$ 70,299.57	\$ 73,537.08	\$ 64,937.03	\$ 68,174.54
8	\$ 61,145.28	\$ 64,447.54	\$ 71,705.56	\$ 75,007.82	\$ 66,235.77	\$ 69,538.70
9	\$ 62,368.19	\$ 65,736.49	\$ 73,139.67	\$ 76,507.98	\$ 67,560.49	\$ 70,928.79
10	\$ 63,615.55	\$ 67,051.22	\$ 74,602.46	\$ 78,038.14	\$ 68,911.70	\$ 72,347.37

	Psychologists (CT-PR)	Psychologists w/doctorate (CT-PR)	Occupational Therapists (CL-PR)	Occupational Therapists w/doctorate (CL-PR)	Physical Therapists (CL-PR)	Physical Therapists w/doctorate (CL-PR)
MINIMUM	\$ 71,000.00	\$ 73,818.45	\$ 66,830.79	\$ 69,649.24	\$ 67,166.18	\$ 69,984.63
1	\$ 72,420.00	\$ 75,294.82	\$ 68,167.41	\$ 71,042.22	\$ 68,509.50	\$ 71,384.32
2	\$ 73,868.40	\$ 76,800.72	\$ 69,530.76	\$ 72,463.06	\$ 69,879.69	\$ 72,812.01
3	\$ 75,345.77	\$ 78,336.73	\$ 70,921.38	\$ 73,912.32	\$ 71,277.28	\$ 74,268.25
4	\$ 76,852.69	\$ 79,903.46	\$ 72,339.81	\$ 75,390.57	\$ 72,702.83	\$ 75,753.62
5	\$ 78,389.74	\$ 81,501.53	\$ 73,786.61	\$ 76,898.38	\$ 74,156.89	\$ 77,268.69
6	\$ 79,957.53	\$ 83,131.56	\$ 75,262.34	\$ 78,436.35	\$ 75,640.03	\$ 78,814.06
7	\$ 81,556.68	\$ 84,794.19	\$ 76,767.59	\$ 80,005.08	\$ 77,152.83	\$ 80,390.34
8	\$ 83,187.81	\$ 86,490.07	\$ 78,302.94	\$ 81,605.18	\$ 78,695.89	\$ 81,998.15
9	\$ 84,851.57	\$ 88,219.87	\$ 79,869.00	\$ 83,237.28	\$ 80,269.81	\$ 83,638.11
10	\$ 86,548.60	\$ 89,984.27	\$ 81,466.38	\$ 84,902.03	\$ 81,875.21	\$ 85,310.87

Speech Language Pathologists who obtain their Masters will receive the difference between the starting salaries at each level

Employees who receive their doctorate will receive \$2,800.00 when moving up to the doctorate level

Contract Type:

Professional - 12 Month

Professional - 10 Month

# Amphitheater Public Schools Athletic Addendum Schedule Effective Beginning FY27

## High School

Sport	Position	Flat Rate
Football	Head Coach	\$4,102.59
	Assistant Coach	\$2,699.07
Baseball	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Basketball	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Soccer	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Wrestling	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Softball	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Spirit Leading (per season)	Head Coach	\$2,645.09
	Assistant Coach	\$2,429.16
Swimming	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11 (site funded)
Volleyball	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Track	Head Coach	\$3,238.88
	Assistant Coach	\$2,591.11
Cross Country	Head Coach	\$2,807.03
	Assistant Coach	\$2,591.11 (site funded)
Golf	Head Coach	\$2,807.03
Tennis	Head Coach	\$2,807.03
Strength Training	Head Coach	\$2,807.03
Summer Weights	(per summer)	\$2,105.27
Assistant Athletic Trainer	(per season)	\$1,997.31
Athletic Equipment Technician	(per season)	\$1,997.31
Special Olympics	(per season)	\$1,835.37

## Middle School

Sport	Position	Flat Rate
Football	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Baseball	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Basketball	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Soccer	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Wrestling	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Softball	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Volleyball	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Track	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48
Cross Country	Head Coach	\$1,835.37
	Assistant Coach	\$1,511.48 (site funded)
Tennis	Head Coach	\$1,835.37
Sixth Grade Activities	Assistant Coach	\$1,511.48 (site funded)
Extra Curricular Activities Director	(per season)	\$2,159.26
Interscholastic Supervisor	(per quarter)	\$500.00 (site funded)

## Amphitheater Public Schools Non-athletic Addendum Schedule Effective Beginning FY27

### High School

Activity	Flat Rate
Academic Competitions*	\$1,600.00
AVID Site Team Coordinator	\$1,619.44
Band	\$3,292.86
Department Head	\$3,616.75
Drama	\$2,429.16
eSports (per semester)	\$1,800.00
Flags	\$1,349.53
Flex Addenda	\$800.00
MESA Coordinator	\$1,619.44 (site funded)
Musical Director	\$2,306.08
Musical Assistant Director	\$1,831.05
National Honor Society	\$1,500.00
Newspaper	\$1,997.31
Orchestra	\$2,105.27
Percussion	\$1,349.53
Student Government	\$1,889.35
Technology Coach	\$1,673.42
Vocal Music	\$2,105.27
Yearbook	\$1,997.31

\* Academic Competitions include: Academic Decathlon, Chess, Odyssey of the Mind, Speech, and Vex Robotics.

### Other

Activity	Flat Rate
Counseling Department Chair	\$3,616.75
Elementary Coordinator - Wetmore	\$1,619.44
Library Department Chair	\$3,616.75
Section 504 - Wetmore (per student)	\$50.00
School Psychologist Intern Site Supervisor	\$1,619.44

### Middle School

Activity	Flat Rate
AVID Site Team Coordinator	\$1,619.44
Department Head	\$1,295.55
Flex Addenda	\$800.00
Honor Society	\$809.72
Math Counts	\$1,025.65
MESA Coordinator	\$1,619.44 (site funded)
Odyssey of the Mind	\$1,600.00
Performing Arts	\$1,943.33
Student Council	\$1,457.50
Technology Coach	\$1,673.42
VEX Robotics	\$1,295.55 (site funded)
Yearbook	\$1,619.44

### Elementary

Activity	Flat Rate
Academic Assistant	\$800.00
Admin Asst - Building Designee	\$2,159.26
AVID Site Team Coordinator	\$1,619.44
Dyslexia Training Designee	\$1,900.00
Odyssey of the Mind	\$1,600.00
Special Education Facilitator	\$809.72
Student Council	\$1,025.65
Technology Coach	\$1,673.42
VEX Robotics	\$1,295.55 (site funded)



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

**DATE OF MEETING:**      **April 28, 2026**

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

**BACKGROUND:**

**STAFF**

Hillary Kitay requests permission to attend AVID Summer Institute 2026 on June 28-July 1, 2026 in San Diego, California. Approximate cost of travel is \$2,959, and will be paid using Title I funds. No school days will be missed, and no substitutes are required.

Michael McConnell and Mamie Spillane request permission to attend AVID Summer Institute 2026 on June 28-July 1, 2026 in San Diego, California. Approximate cost of travel is \$5,868, and will be paid using Title II funds. No school days will be missed, and no substitutes are required.

<b>BUDGET CODE KEY</b>		
100.26.100.2210.6360.111.0000	Title I	Improvement of Instruction, Employee Training, Prince
100.26.100.2210.6582.111.0000	Title I	Improvement of Instruction, Employee Travel, Prince
140.26.100.2579.6360.119.0000	Title II	Training Non-Instructional, Employee Training, Innovation
140.26.100.2579.6360.117.0000	Title II	Training Non-Instructional, Employee Training, Rio Vista
140.26.100.2579.6582.119.0000	Title II	Training Non-Instructional, Employee Travel, Innovation
140.26.100.2579.6582.117.0000	Title II	Training Non-Instructional, Employee Travel, Rio Vista

**RECOMMENDATION:**

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

**INITIATED BY:**

**Matthew Munger**  
Associate Superintendent for Secondary Education

**Date: April 20, 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): Hillary Kitay \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

SCHOOL: Prince Elementary  
 Department (opt.): \_\_\_\_\_  
 DATE(S): June 28-July 1, 2026

ACTIVITY/EVENT: AVID 2026 Summer Institute

LOCATION: San Diego, CA

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>
		(Note: Tax credit contributions are District funds and require a budget code.)
Registration	<u>\$1099</u>	<u>100.26.100.2210.6361.111.0000</u>
Transportation	<u>\$ 525</u> Mode <u>air</u>	<u>100.26.100.2210.6582.111.0000</u>
Meals	<u>\$ 285</u>	<u>100.26.100.2210.6582.111.0000</u>
Lodging	<u>\$1050</u>	<u>100.26.100.2210.6582.111.0000</u>
<b>TOTAL</b>	<b><u>\$2959</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 participate in AVID Summer Institute Professional Development

Outcomes and academic benefits to students and staff: Participants will strengthen their understanding of AVID implementation on their campus, and learn valuable best practices strategies to ensure rigorous implementation toward AVID school side.

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 type="checkbox"/> Communication              | <input checked="" 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:

Signature _____	Date _____
<u>S Doyle</u>	<u>4/14/26</u>
Principal/Supervisor _____	Date _____
<u>[Signature]</u>	<u>4/14/26</u>
Associate Superintendent/Superintendent _____	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): Michael McConnell Mamie Spillane SCHOOL: Innovation/Rio Vista  
 \_\_\_\_\_ Department (opt.):  
 \_\_\_\_\_ DATE(S): June 28-July 1, 2026

ACTIVITY/EVENT: AVID 2026 Summer Institute

LOCATION: San Diego, CA

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>
		(Note: Tax credit contributions are District funds and require a budget code.)	
Registration	<u>\$2198</u>		<u>140.26.100.2579.6360.119/117.0000</u>
Transportation	<u>\$1000</u>	Mode <u>air</u>	<u>140.26.100.2579.6582.119/117.0000</u>
Meals	<u>\$ 570</u>		<u>140.26.100.2579.6582.119/117.0000</u>
Lodging	<u>\$2100</u>		<u>140.26.100.2579.6582.119/117.0000</u>
 TOTAL	 <u>\$5,868</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: To participate in AVID Summer Institute Professional Development

Outcomes and academic benefits to students and staff: Participants will strengthen their understanding of AVID implementation on their campus, and learn valuable best practices strategies to ensure rigorous implementation toward AVID school side.

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 type="checkbox"/> Communication              | <input checked="" 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: *Maury Thatcher* 4/17/26  
 Signature Date

\_\_\_\_\_  
 Principal/Supervisor Date  
*Jessi Call* 4/17/26  
 Associate Superintendent/Superintendent Date



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

---

**DATE OF MEETING:**        April 28, 2026

**TITLE: Study and Approval of Joint Recommendation from Meet and Confer Committee for an Employee Compensation and Fringe Benefits Package for Fiscal Year 2026-2027**

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**BACKGROUND:**

The Meet and Confer committee developed a final recommendation on an employee compensation and fringe benefits package for Fiscal Year (FY) 2026-2027.

The final recommendation states:

*We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 26-27. The meet and confer committee recommends that the Superintendent present the Governing Board with the following compensation package for District employees:*

- 1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.*
- 2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.*
- 3. **Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.***
- 4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.*

The Arizona legislature continues to deliberate and has not adopted a state budget for next year. The Meet and Confer committee has signed a joint recommendation. The minimum anticipated increase the District will receive from the State of Arizona for FY 2026-2027 is the 2% inflationary increase authorized by Prop 123. If the Arizona legislature gives schools additional monies, the teams will reconvene.

The Meet and Confer teams meet annually on staff policies, salaries, and fringe benefits. The team's responsibilities do not include the negotiation of insurance rates or benefit plan design.

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**RECOMMENDATION:**

The Administration recommends that the Governing Board approve the final joint recommendation as presented.

Additionally, appreciation is expressed to Meet and Confer committee members for their continued work to complete the compensation recommendation through the meet and confer process. Those team members are:

**Amphi Education Association  
Professional Staff Team**

Colin Cordell  
Rebecca Green  
Brie Ronnie

**District Professional Staff Team**

Matt Munger  
Chris Trimble  
Angela Wichers

**Amphi Education Association  
Staff Team**

Linda Lewis  
Vanessa Harding  
Robert Wacker

**District Support Staff Team Support**

John Hastings  
Richard La Nasa  
J.J. Letts

**Facilitators**

Tassi Call  
Chris Gutierrez

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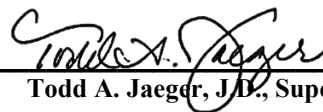
**INITIATED BY:**



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Tassi Call, Associate Superintendent for Elementary Education K-5

Date: April 22, 2026



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Todd A. Jaeger, J.D., Superintendent

**JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR  
COMPENSATION MATTERS**

We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams, have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 26-27. The meet and confer committee recommends that the Superintendent present the Governing Board with the following compensation package for District employees:

1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.
4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.

DATED this 21<sup>st</sup> day of April, 2026.

**For the Amphitheater Education Association:**

  
\_\_\_\_\_

Colin Cordell

  
\_\_\_\_\_

Rebecca Green

  
\_\_\_\_\_

Brie Ronnie

Vanessa Harding

  
\_\_\_\_\_

Linda Lewis

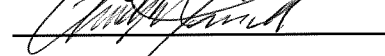
  
\_\_\_\_\_

Robert Wacker

**For the District:**

  
\_\_\_\_\_

Matt Munger

  
\_\_\_\_\_

Chris Trimble

  
\_\_\_\_\_

Angela Wichers

  
\_\_\_\_\_

John Hastings

  
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Richard La Nasa

  
\_\_\_\_\_

JJ Letts

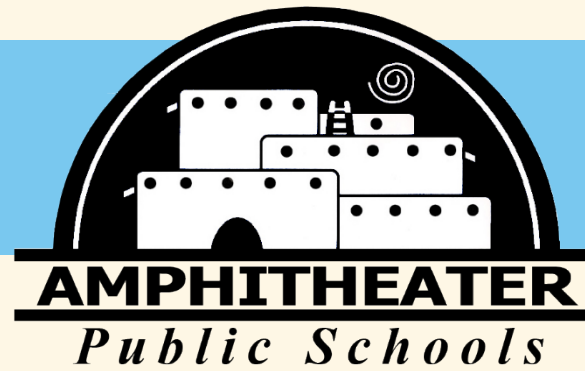
**Certification of Accuracy by Professional/Certificated Facilitators**

  
\_\_\_\_\_

Tassi Call

  
\_\_\_\_\_

Chris Gutierrez

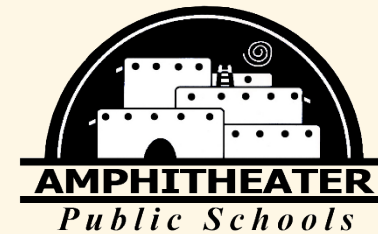


# Recommendations of the Meet and Confer Committee<sup>79</sup>



Tassi Call, Associate Superintendent for Elementary Education

April 28, 2026



# Committee

## Amphi Education Association Professional Staff Team

Colin Cordell  
Rebecca Green  
Brie Ronnie

## Amphi Education Association Support Staff Team

Linda Lewis  
Vanessa Harding  
Robert Wacker

## Facilitators

Tassi Call  
Chris Gutierrez

## District Professional Staff Team

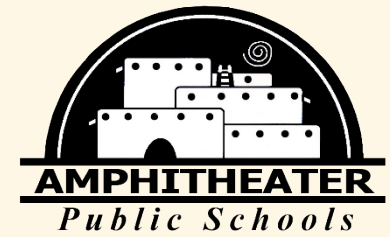
Matt Munger  
Chris Trimble  
Angela Wichers

## District Support Staff Team

John Hastings  
Richard La Nasa  
J.J. Letts



# Committee Process



- February 13- a survey went out to all employees regarding compensation and benefits
- March 2- team leaders met with facilitators to review the staff survey and develop committee work
- March 23- began compensation and benefits work
- March 25-continued work
- March 30-continued work
- April 6- Finalized 2026-2027 compensation, but will continue to work on benefits
- April 21- Finalized 2026-2027 benefits and signed the final compensation and benefits package



**JOINT RECOMMENDATION OF THE MEET AND CONFER TEAMS FOR  
COMPENSATION MATTERS**

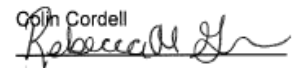
We, the undersigned members of the Certificated/Professional and Support Staff Meet and Confer Teams, have met and conferred as a unified group concerning compensation and fringe benefits for District employees for the Fiscal Year (FY) 26-27. The meet and confer committee recommends that the Superintendent present the Governing Board with the following compensation package for District employees:

1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HSA) contribution to \$60.
4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.

DATED this 21<sup>st</sup> day of April, 2026.

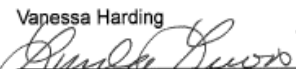
**For the Amphitheater Education Association:**

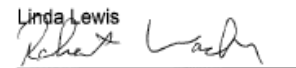
  
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Colin Cordell  
  
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Rebecca Green  
  
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Brie Ronnie  
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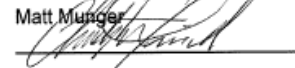
Vanessa Harding  
  
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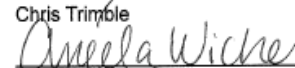
Linda Lewis  
  
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Robert Wacker

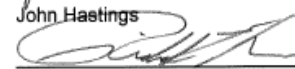
**For the District:**

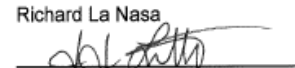
  
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Matt Munger  
  
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Chris Trimble  
  
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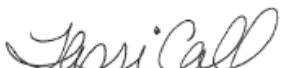
Angela Wickers  
  
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John Hastings  
  
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Richard La Nasa  
  
\_\_\_\_\_

JJ Letts

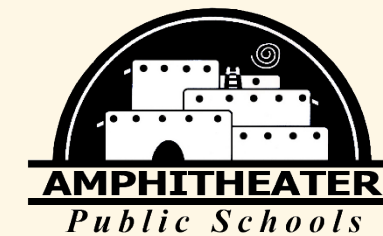
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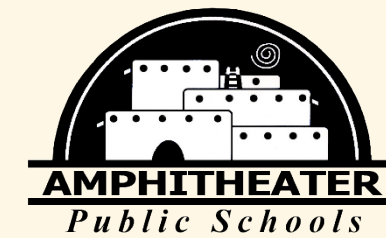
  
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Tassi Call

  
\_\_\_\_\_

Chris Gutierrez





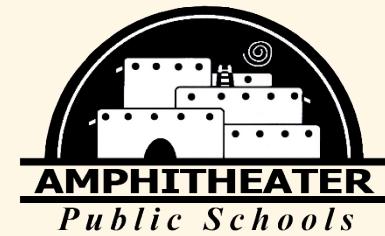
# Joint Recommendation for Compensation

The Meet and Confer committee recommends that the Governing Board approve the following final recommendation for employees:

1. Classroom teachers and professional non-teaching staff will receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase. These increases are based on the anticipated 2% rise in state funding guaranteed by Proposition 123 and will be provided to all eligible employees.
2. All certified employees eligible for Performance Pay will have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. **Increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HAS) contribution to \$60.**
4. If the District receives additional, undesignated funding during the current year that may be used for salaries, the Meet and Confer committee will reconvene to discuss allocation.



# Conclusion



1. Approval will allow classroom teachers and professional non-teaching staff to receive a \$1,200 increase. Hourly staff will receive a \$0.30 per hour increase.
2. Approval will allow all certified employees eligible for Performance Pay to have \$3,000 added to their base salary. At the end of the year, they will receive any remaining Performance Pay funds for which they qualify.
3. **Approval will increase the District's monthly contribution toward health insurance premiums by \$140 to \$340, depending on the selected plan, for all eligible employees. Additionally, increase the District's Health Savings Account (HAS) contribution to \$60.**
4. Approval that if the District receives new and undesignated funding in the current year that can be used for salaries, the Meet and Confer committee will reconvene.

# Questions?





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

---

**DATE OF MEETING: April 28, 2026**

**TITLE: Approval of Final Employee Health Insurance Rates and District Contributions for Fiscal Year 2026-2027**

---

**BACKGROUND:**

The District moved to a Self-Insurance Health model in 2024 after struggling with annual double-digit rate increases and transparency issues with its prior provider. The district has held the employee's rates constant for three years while collecting enough data to make actuarial calculations of projected revenues and expenses possible.

On March 24<sup>th</sup>, the District provided the Governing Board with the actuarial rates that should have been charged and recommended a 3% increase to those rates for the new year as well as other modifications to the plans.

Unfortunately, health insurance costs have risen dramatically across the country, and Amphitheater is not immune to that trend. This is a reality being faced by school districts across the state and the country, and one that reflects broader trends in healthcare costs.

The District is proposing an increase in the Employer Contributions to the insurance plans ranging from \$200 to \$400 per month (depending on the plan). The District is also recommending a higher contribution to our family plans. Even with this increase, some employees will see a significant increase in their rates for some plans. This represents our commitment to doing what we can to support employees and their families.

The District is also proposing a significant increase in the District contribution to the Health Savings Accounts (HSA) for the High-Deductible Health Plan (HDHP) across all categories to \$60 from \$13.17 per month. This gives employees who enroll in HDHP plans a larger tax-free benefit to offset their medical costs.

The chart below shows the cost of our health plans for next year, along with the recommended District contributions to the health plans. As you will see, we are recommending a larger contribution to all plans. The current contribution is \$400 per month across the board.

Listed on the following page is the proposed monthly rate structure and district contributions for next school year:

Category	Plan	26/27 Monthly Rate	26/27 Proposed Employer Contribution	26/27 Monthly Employee Cost (after Employer Contribution)	26/27 HSA Contribution (Only applies to HDHP plans. Health Savings Accounts are only allowed for HDHP accounts) Note: HSA contribution increase is \$46.83 per month across all HDHP plans
<b>Employee Only</b>	Gold	\$764.01	\$600.00	\$164.01	
	Silver	\$724.79	\$600.00	\$124.79	
	HDHP	\$579.54	\$540.00	\$39.54	\$60 District Contribution to HSA
<b>Employee + Spouse</b>	Gold	\$1,472.35	\$640.00	\$832.35	
	Silver	\$1,345.48	\$640.00	\$705.48	
	HDHP	\$1,146.55	\$640.00	\$506.55	\$60 District Contribution to HSA
<b>Employee + Child</b>	Gold	\$1,369.76	\$640.00	\$729.76	
	Silver	\$1,252.28	\$640.00	\$612.28	
	HDHP	\$1,066.67	\$640.00	\$426.67	\$60 District Contribution to HSA
<b>Employee + Children</b>	Gold	\$1,472.35	\$640.00	\$832.35	
	Silver	\$1,345.48	\$640.00	\$705.48	
	HDHP	\$1,146.55	\$640.00	\$506.55	\$60 District Contribution to HSA
<b>Employee + Family</b>	Gold	\$1,992.37	\$740.00	\$1,252.37	
	Silver	\$1,820.86	\$740.00	\$1,080.86	
	HDHP	\$1,551.45	\$740.00	\$811.45	\$60 District Contribution to HSA

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**RECOMMENDATION:**

The Administration recommends that the Governing Board approved the Health Insurance Rates and District Contributions for Fiscal Year 2026-2027.

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**INITIATED BY:**

*Scott Little*

Scott Little, Chief Financial Officer

Date: April 22, 2026

*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent



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

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**DATE OF MEETING:**      April 28, 2026

**TITLE:**    **Resolution of the Governing Board Recognizing the Contributions of Teachers and Educational Professionals in the District and Setting May 4-8, 2026 as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 5, 2026 as “Teacher and Educational Professionals Day”**

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**BACKGROUND:**

On April 14, 2026, the Governing Board approved the first of two resolutions presented each year to recognize the dedicated public servants who work in the Amphitheater District. The agenda item explained that Amphitheater Public Schools sets aside a specific day each spring to acknowledge and thank employees for their dedication and service to students and the community throughout the year. The resolution for support staff occurs at the first meeting in April to align with the national administrative support staff day in late April. The resolution for teachers and professional staff occurs at the next meeting to align with the National Appreciation Teacher Week set by the National PTA and NEA.

This year, National PTA “Teacher Appreciation Week” will be May 4-8, 2026, with “National Teacher Day” being observed on Tuesday, May 5, 2026. Teachers, nurses, and other educational professionals deserve respect and appreciation every day for their selfless dedication to community service and the futures of children. While these public servants should be thanked regularly for the valuable benefits that they provide the community, focusing a celebration of their efforts on specific dates memorializes that appreciation and serves to remind everyone how much these personnel do for students and, in turn, our community as a whole.

Therefore, Administration recommends that the Governing Board acknowledge a week of recognition consistent with that set by the National PTA but use that week to recognize teachers and the other educational professionals who work together to impact the lives of our students so positively. It is recommended that the Governing Board recognize the week of May 4-8, 2026 as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 5, 2026 as “Teacher and Educational Professionals Day.” A resolution has been prepared to recognize their contributions.

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**RECOMMENDATION:**

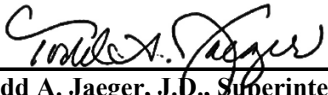
The Administration recommends the Board’s adoption and dissemination of the attached form of resolution.

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**INITIATED BY:**

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**Date:** April 20, 2026

  
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Todd A. Jaeger, J.D., Superintendent

**A RESOLUTION OF THE GOVERNING BOARD OF  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10  
OF PIMA COUNTY, ARIZONA,  
RECOGNIZING THE SPECIAL CONTRIBUTIONS  
OF TEACHERS AND EDUCATIONAL PROFESSIONALS**

**WHEREAS**, the Amphitheater Unified School District (“the District”) exists for the purpose of providing a free public education to Arizona children;

**WHEREAS**, the Governing Board is charged with the supervision and governance of the District, including the authority to employ persons necessary to carry out the purpose of the District;

**WHEREAS**, the quality of education received by District students is directly attributable to the dedication, effort and talents of the District’s teachers and other professional employees who provide instruction and related services to students;

**WHEREAS**, teachers, counselors, school nurses, therapists and other professional staff teach, guide and nurture our community's children every day;

**WHEREAS**, these educators are true heroes in our communities, who through their dedication to children, work millions of small miracles every day;

**WHEREAS**, teachers and educational professionals work endless hours to ensure that students obtain the knowledge, skills, values, experiences, and foundations necessary to become effective and beneficial citizens of the community;

**WHEREAS**, these educators work diligently to ensure that students learn the qualities and skills that this Governing Board determined, in its Promise of a Graduate, to be important to develop in all students who earn a diploma from the Amphitheater School District;

**WHEREAS**, everyone in society has benefitted from a teacher’s dedication, devotion, instruction, and enterprise, yet there still remains no major campaign to encourage our communities to regularly thank our teachers;

**WHEREAS**, schools, parents and students across the country celebrate the contributions of teachers, specifically, with Teacher and Educational Professionals Appreciation Week and Teacher and Educational Professionals Day;

**WHEREAS**, the National Parent and Teachers Organization and the National Education Association have traditionally called for teacher recognition on an annual basis and have done so again in 2026, by designating May 4-8, 2026 as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 5, 2026 as “Teacher and Educational Professionals Day”;

**WHEREAS**, the Governing Board sincerely believes that the appreciation of all School District staff should be ongoing and not limited to one day or week per year, but also recognizes the value of annually capturing public attention on a particular day; and

**WHEREAS**, the focus and attention of the public can be maximized by the coordination of District recognition activities for teachers and other professional employees consistent with national observances of the same;

**NOW, THEREFORE, BE IT RESOLVED** by the Amphitheater Unified School District Governing Board that the District hereby recognizes the special contributions which teachers and educational professionals of the District make every day, but sets apart the week of May 4-8, 2026, as “Teacher and Educational Professionals Appreciation Week” and Tuesday, May 5, 2026 as “Teacher and Educational Professionals Day”;

**BE IT FURTHER RESOLVED** by the Governing Board that it urges Congress to establish a permanent day of recognition for teachers and educational professionals, reflecting the unique and vital role our educators have played and continue to play in the development of our future citizens and thereby the preservation and advancement of our Union.

The Governing Board invites other school district governing boards to join them in this celebration of the special contributions of professional district employees.

**PASSED AND ADOPTED** by the Governing Board this 28<sup>th</sup> day of April, 2026.

Governing Board Members:

\_\_\_\_\_  
Vicki Cox Golder  
President

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Matthew A. Kopec  
Vice President

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Deanna M. Day, M.Ed.

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Dr. Michael Gemma, Ed.D.

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Susan Zibrat