

January 20, 2026

Dear John:

Welcome to Austin Achieve Public Schools! The Board of Directors is pleased to forward this Offer of Employment to join the AAPS staff for the 2025-2026 school year.

This offer is contingent on an acceptable criminal history record and background check.

This offer includes a competitive annualized salary based on your educational background, experience, and active certifications that you hold. You are eligible for benefits and Paid Time Off (PTO). Your salary and PTO will be prorated to reflect the actual number of days that you work during the school year. Additional details regarding compensation, PTO, and employment are available in the 2025-2026 Employee Handbook. The Employee Handbook may be amended as needed by the District without notice.

AAPS recognizes that its employees and their contributions are at the core of our success and our ability to achieve our mission. We find that these benefits, combined with the value and meaningfulness of our work, support the things that are most important to all at AAPS. Please refer to the information below for the details of your offer.

**2025-2026 Position Offered:** Chief Executive Officer

**Pay Band:** N/A

**School Year:** 2025-2026

**Start Date:** 07/01/2025

**Total Days Worked:** 230

**Base Salary:** \$240,000

**Enhancements:** TBD

**Total Salary:** \$240,000

Sincerely,



BiNi Scoor  
Board Chair, Austin Achieve Public Schools

### **Acceptance**

To indicate your acceptance of this offer, please sign and return this letter. You should retain a copy of all offer-related documents for your records.

Please note that this Offer of Employment is at-will. Nothing in this letter is intended to alter your at-will employment status. This means that either you or the District may terminate the employment relationship at any time, with or without cause, and with or without notice.

I have carefully read this offer of employment and I understand and accept the terms contained within.

**Returning Employee:** John Armbrust

**Signature:** John Armbrust  
John Armbrust (Jan 28, 2026 15:19:38 CST)

**Date:** Jan 28, 2026










# AAPS Superintendent Offer Letter - 01.20.2026

Final Audit Report

2026-01-29

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