

**OSBORN SCHOOL DISTRICT NO. 8**  
**GOVERNING BOARD MEETING**  
**February 17, 2026**

**Regular Meeting – 5:30 P.M.**  
**Doors Open at 5:15 PM**

**CONSISTENT WITH THE REQUIREMENT OF A.R.S. §38-431.02, NOTICE OF THIS MEETING HAS BEEN POSTED. LOCATION OF THE MEETING IS:**

**THE OSBORN DISTRICT OFFICE**  
**1226 WEST OSBORN ROAD**  
**PHOENIX, AZ 85013**

*The Governing Board will hold this meeting through technological access. Members of the public may attend in person, via Youtube Livestream. Access to the livestream is found [here](#):*

*The public will be able to listen to the meeting live through livestream. An Osborn employee will read the Call to the Public comments. Any communication received in Spanish, will be translated and read to the members of the Governing Board in English. The comments in their entirety will be presented to the Governing Board in writing. You may also present a live Call to the Public if you are attending in person or on the Youtube Livestream. An individual wishing to address the Governing Board using technological access must email their message or request to speak live to [lnye@osbornsd.org](mailto:lnye@osbornsd.org) by 12:00pm on Tuesday, February 17, 2026*

*Agendas are available at least 24 hours prior to each meeting in the District Office at 1226 West Osborn Road, Monday through Friday between the hours of 7:30 a.m. and 4:30 p.m. One or more Board members may attend telephonically. Board members attending telephonically will be announced at the meeting. The board may vote to recess into an executive session for the purpose of obtaining legal advice from the board's attorney on any matter listed on the agenda pursuant to A.R.S. §38-431.03(A)(3). Accommodations for individuals with disabilities, including alternative format materials, sign language interpretation, assistive listening devices, or assistance with Calls to the Public are available upon 72 hours' advance notice through the Office of the Superintendent 602-707-2002. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request.*

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- I. Call to Order**
  - II. Pledge of Allegiance/Land Acknowledgement**
  - III. Governing Board Reports**
  - IV. School Presentation and Announcements**
    - 1. Encanto School presentation on their employee Spotlight, 21<sup>st</sup> Century Program and Encanto Cheer Squad
    - 2. Spread L.O.V.E. Awards from Encanto School
  - V. Call to the Public**
  - VI. Consent Agenda – Approval of Items Since January Meeting**
    - A. Ratification of Accounts Payable Vouchers
    - B. Ratification of Payroll Vouchers
    - C. Board Minutes
      - 1. January 20, 2026 Regular/Organizational Meeting
      - 2. December 2, 2025 Public Hearing

- D. Approval of Personnel Items
  - 1. New Employees
  - 2. Extra Duty Contracts
  - 3. Employment Changes/Additions
  - 4. Resignations
  - 5. Terminations
  - 6. Retirements
  - 7. Leaves of Absence
  - 8. Non Renewal
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal of Equipment
- I. Approval of out of state travel to the AASBO's Annual Spring Conference in Laughlin, NV from April 1-3, 2026.
- J. Approval of Agreement with Madison School District for SPED Services
- K. Approval of Out of State Travel for Felipe Carranza, Amanda Merrill, Amanda Renning and Jeff Martin to travel to New Orleans, Louisiana to attend the NIET National Conference April 1-2, 2026.
- L. Sole Source Listing FY26 Revision
- M. Approval of Out of State Travel for Marina Wright to travel to Alexandria, VA March 16-27, 2026 to complete her Prepared Montessorian Institute (PMI) Residency.

**VII. Board Presentation-**

This is the annual technology update to the Governing Board. Mr. Dana will provide an overview of technology progress, innovations and strategic goals for the upcoming year.

**VIII. Administrative Reports Since January Meeting**

- A. Administrative Reports—Principals and district office administrators submit progress reports on work completed in their school/department as well as upcoming events. Principal reports are also sent to parents to improve communication. Board members may comment.
- B. Suspension Report for the month of January
- C. Student Absence Report for month of January
- D. Substitute Teacher Report for the month of January
- E. Student Enrollment Report as of February

**IX. INFORMATION UPDATES**

- A. Working Conditions Survey Update
- B. OEA Update

**X. Action Items**

- A. Recommendation to Approve Contract Language and Issue 2026-27 Certified Teacher Contracts
- B. Recommendation to Approve Contract Language for 2026-27 Support Professionals, Classified Exempt and Administrator Contracts
- C. Approval of Procurement for Project Management Services
- D. Approval of Child Nutrition GMP 01- Kitchen Equipment Early Procurement
- E. Approval of the 2026-2031 Gifted Learner Scope & Sequence

**XI. Board Development**

Discussion - Great on Their Behalf chapter 5

**XII. Future Agenda Items**

**XIII. Adjournment**

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – I/II**

**Agenda Item**

**Call to Order**

**Pledge of Allegiance/ Land Acknowledgement**

For Board:     Action                       Discussion                       Information

**Osborn School District Land Acknowledgement**

*Arizona is home to 22 tribal nations. Osborn School District is situated on the homelands of the Akimel O’odham and Piipaash People. Osborn School District recognizes the original inhabitants of these lands and recognizes they still reside throughout the City of Phoenix. We recognize their wisdom, impact, and generosity toward us. Osborn School District is surrounded by the original Salt River canals that were constructed by the ancestral Sonoran Desert people, the Huhugam. These canals created a livelihood for the people and are still in use today. We acknowledge the modern indigenous people that inhabited this area as well as their Sonoran Desert ancestors, the Huhugam.*

[Osborn Land Acknowledgement Video](#)

**Background**

Encanto will lead in the pledge. First grade teacher and Dual Language Spanish Mentor, Nayely Sanchez-Hernandez, will present her work during Professional Development for Spanish Dual Language teachers this year, aligned with school goals. Cristina Delgado-Beagley will showcase the hard work of our 21st Century Cheer Squad. Lastly, Principal Fernandez will present the Spread the LOVE awards.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information Only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**  
**February 17, 2026**  
**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – III**

**Agenda Item**

**Governing Board Reports**

For Board:     Action             Discussion             Information

**Background –**

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information Only

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – IV**

**Agenda Item**

**School Presentation and Announcements**

For Board:     Action             Discussion             Information

**Background –**

1. Encanto will lead in the pledge. First grade teacher and Dual Language Spanish Mentor, Nayely Sanchez-Hernandez, will present her work during Professional Development for Spanish Dual Language teachers this year, aligned with school goals. Cristina Delgado-Beagley will showcase the hard work of our 21st Century Cheer Squad. Lastly, Principal Fernandez will present the Spread the LOVE awards.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information Only

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
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**Agenda Item Number – V**

**Agenda Item**

**Call to the Public**

For Board:     Action             Discussion             Information

**Background –**

We welcome citizen input; however, items brought to the Board’s attention cannot be discussed unless they are listed as an agenda item. Issues will be referred to the superintendent or appropriate administrator for follow through.

*An individual wishing to address the Governing Board using technological access must email their message or request to speak live to [lnye@osbornsd.org](mailto:lnye@osbornsd.org) by 12:00pm on Tuesday, February 17, 2026.*

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

For Information Only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-A**

**Agenda Item**

**Ratification of Accounts Payable Vouchers**

For Board:  Action       Discussion       Information

**Background –**

The following worksheets reflects Accounts Payable warrants processed through the County Treasurer for district liabilities.

A.R.S. §15-321.G requires that, “An order on a county school superintendent for a salary or other expense shall be signed by a majority of the governing board. An order for salary or other expense may be signed between board meetings if a resolution to that effect has been passed prior to the signing at a regular or special meeting of the governing board and the board ratifies the order at the next regular or special meeting of the governing board.”

**Legal**

A.R.S. §15-321.G

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board ratify payment of FY25/FY26 Accounts Payable Vouchers from January 1 through January 31, 2026.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**Osborn School District No. 8**  
**Summary of FY25 7 FY26 Accounts Payable Vouchers Processed**  
**1/1/26 through 1/31/26**

<b>Fund Title</b>	<b>Fund #</b>	<b>Total</b>
M & O	1	290,210.99
P301 Base Pay	11	0.00
P301 Performance Payout	12	0.00
Instructional Improvement fund	20	0.00
Title I	100	145.00
Title I	101	0.00
Title I Targeted Support & Improvement	115	0.00
Title I Targeted Support & Improvement	116	180.00
Title IIA - Improving Teacher Quality	140	495.00
Title IIA - Improving Teacher Quality	141	0.00
TITLE IV-SAFE & DRUG FREE BASIC	160	1,853.32
Title IV- Safe & Drug free basic	161	0.00
21st Century (Enc, Sol)	162	696.19
21st Century (CL, LV, OMS)	163	0.00
Title III	190	0.00
Title III	191	0.00
Emergency Immigrant Funding	196	0.00
Title VII - Indian Ed	200	0.00
Idea - Basic	220	1,720.00
ARRA - IDEA BASIC	221	3,185.88
Idea - Preschool Grant	222	0.00
Idea Edisa	223	0.00
Idea Edisa-1 Implementation	224	0.00
ARP-Idea Preschool	227	0.00
ARP- IDEA BASIC	228	0.00
JOHNSON-O'MALLEY	230	0.00
JOHNSON-O'MALLEY	231	0.00
Education for Homeless Children	280	0.00
Education for Homeless Children	281	0.00
ARRA-ED For Homeless	283	0.00
ARP-Homeless I	284	0.00
Medicaid Reimb	290	761.05
EPACLEAN BUSES GRANT	308	0.00
AZ NURSES WORKFORCE GRANT	310	0.00
PRE School Dev GRANT	320	0.00
AZ PRIME GRANT	321	0.00
PDG-CONTINUATION GRANT	323	0.00
Pre School Dev - Start - Up	322	0.00
ESSER CARES	326	0.00
Acceleration Academy Grant	327	0.00
ENROLLMENT STABILIZATION GRANT	328	0.00

HQEL	333	2,231.12
ESSER/CARES ROUND II	336	0.00
ACCELERATION ACADEMIES	337	0.00
ESSER ROUND III	346	0.00
TIF GRANT - ASU	352	0.00
FED ED INNOVATION RESEARCH GRANT	364	0.00
Scoppes - Counseling Grant	376	0.00
Arts in Education	377	0.00
ARP - HOMELESS II ENTITLEMENT	383	0.00
ARP - Homeless I Grant	384	0.00
Race To The Top	396	0.00
GIFTED	450	0.00
RESULT BASED FUNDING	457	0.00
AZ Transportation Modernization	465	0.00
EARLY LITERACY GRANT	472	0.00
OIE RISE GRANT	475	0.00
VW BUS SETTLEMENT	476	0.00
FEMININE HYGIENE	478	0.00
Safe Schools	480	0.00
School Emergency Readiness	485	0.00
Arts ED GRANT	492	0.00
TREES FOR SCHOOL GRANT	494	0.00
Sch PI-Sales/Leas Over 1 YR	500	0.00
School Plant Sales	502	0.00
School Plant 1 Year/Less	505	0.00
Food Service	510	76,123.94
Civic Center	515	0.00
Community School	520	59.46
Community School Montessori	521	0.00
Auxiliary Operations	525	3,313.16
Extra Curr Tax Fees CR	526	36.65
Gift and Donations	530	7,165.92
Fingerprint	540	0.00
Insurance Proceeds	550	0.00
Textbooks	555	0.00
LITIGATION RECOVERY	565	0.00
Indirect Costs	570	2,075.00
Unemployment Insurance	575	500.00
Insurance Refund	585	0.00
Unrestrict Capital Outlay	610	40,941.65
Bond Building funds	630	2,884,491.59
Energy & Water Savings	665	0.00
SFB BUILDING RENEWAL	691	0.00
Student Activities	850	6,864.56
Employee Insurance Fund	855	263,337.76
		<u>3,586,388.24</u>

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-B**

**Agenda Item**

**Ratification of Payroll Vouchers**

For Board:  Action       Discussion       Information

**Background –**

The following worksheets reflects payroll warrants processed through the County Treasurer for employee salaries and payroll liabilities.

A.R.S. §15-321.G requires that, “An order on a county school superintendent for a salary or other expense shall be signed by a majority of the governing board. An order for salary or other expense may be signed between board meetings if a resolution to that effect has been passed prior to the signing at a regular or special meeting of the governing board and the board ratifies the order at the next regular or special meeting of the governing board.”

**Legal**

A.R.S. §15-321.G

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board ratify payment of 2025/26 Payroll Vouchers processed from January 1 through January 31, 2026.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

# Osborn School District No. 8

Summary of Payroll Vouchers 01/01/2026 thru 01/31/26

Fund Title	Fund	Total	1017.0	1018.0
Maintenance & Operation	001		591,790.36	723,987.07
Proposition 301	011		78,471.92	79,481.45
Proposition 301	012			
Instructional Improvement Fund	020		3,032.32	3,306.34
Structured English Emersion	71		1,502.43	1,504.12
Tittle I	100		26,533.63	33,746.57
Title I Disadvantaged Grant	101			
na	115			
Tittle I Targeted Support & improvement	116			
Title IIA	141		142.25	142.36
	160		653.24	449.12
Title IV	161			
21st CCLC Grant	162		1,143.27	3,429.71
21st CCLC Grant	163			
Title III	190		1,910.25	1,911.93
Title VII-Indian Ed	200		1,641.62	1,673.25
IDEA - General Entitlement Grant	220		21,229.09	30,401.04
IDEA - BASIC	221			
IDEA-Preschol Grant	222		126.98	478.51
IDEA EDISA - 3 TRAININ	223			
ARP- IDEA PRESCHOOL	227			
ARP- IDEA BASIC	228			
Johnson O'Malley	230		1,021.33	798.60
Medicaid Reimbursement Fund	290		6,894.54	6,420.93
Preschool Developmental Year 1	320			
AZ Prime Grant	321			
PDG - CONTINUATION GRANT	323			
HQEL Grant	333		10,702.17	15,846.24
ESSER ROUND III	346			
FED ED INNOVATION RESEARCH	364		1,665.09	1,666.52
RESULTS BASED FUNDING	457		661.96	663.28
na	472		407.98	2,891.38
FOUNDATIONAL LITERACY GRANT	473		7,343.14	7,349.88
OIE RISE GRANT	475		1,136.51	1,140.82
SCHOOL SAFETY GRANT	480		17,602.95	17,619.80
STATE TUTORING	483			
Food Service Fund	510		22,684.59	56,377.19
Civic Center	515		1,342.79	5,134.72
Community Schools	520		4,739.69	12,705.16
Community Schools-Montessori	521		13,889.81	17,192.25
Extra Curr Tax Fees	526			1,262.83
Gifts & Donations	530		2,271.27	2,273.21
Indirect Costs Fund	570		13,653.19	13,159.87
UNRESTRICT CAPITAL OUTLAY	610			
BOND BUILDING	630		5,156.63	5,156.60
Transportation Service Fund	950			359.56
			<u>\$ -</u>	<u>839,351.00</u>
				<u>1,048,530.31</u>

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
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**Agenda Item Number – VI-C-1-2**

**Agenda Item**

**Approval of Governing Board Minutes**

For Board:  Action       Discussion       Information

**Background –**

Approval is requested for the minutes of the following meetings:

1. January 20, 2026 Regular/Organizational Meeting
2. December 2, 2025 Public Hearing

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the Governing Board minutes as presented.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

COUNTY OF MARICOPA  
OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
January 20, 2026

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The Regular Meeting of the Osborn School District Governing Board was called to order at 5:31 PM by Board President Violeta Ramos.

Violeta Ramos, Board President  
Rhiannon Ford, Board Clerk  
Edward Hermes, Board Member  
Eric Thompson, Board Member  
Ben Blink, Board Member  
Dr. Michael Robert, Superintendent

**Pledge of Allegiance/Land Acknowledgement**

Clarendon student Cataleya led the pledge in both English and Spanish. Mr. Thompson read the land acknowledgement.

**Governing Board Reports**

Mr. Blink expressed his appreciation to Superintendent Robert, principals whose sites he visited, and Mr. Garcia and Mr. Alexander for the tour adding that he is proud of what he is seeing in the district.

Mr. Thompson hoped the break was restful and looks forward to future site visits.

Mrs. Ford shared her appreciation for the partnership with the Herpetological Society, thanked those involved in PTO and those who worked on the recent fundraisers raising \$500. Mrs. Ford also expressed thanks to teachers who organized the Encanto 3<sup>rd</sup> grade animal project showcase.

President Ramos shared that she appreciated the tour with Dr. Robert, Mr. Garcia and Mr. Alexander, attended a union meeting and a professional development that took place January 5<sup>th</sup>. President Ramos then shared that she and Dr. Robert will be attending the NSBA Advocacy event the end of the month.

**School Presentation and District Celebrations**

Principal Martin provided an overview of the quarter 2 focus on writing and presented data showing the significant growth of students in this area.

Mr. Hermes arrived at 5:45 pm.

Principal Martin welcomed Ms. Georges whose band students performed for members.

Spread L.O.V.E. awards were presented to the following recipients:

Integrity: Maya Orozco  
Equity: Amber Stevens  
Joy: Stephanie Gonzalez  
Growth: Samuel Serrano  
Relationships: Rachel Anderson

Dr. Robert shared that the instruments students used for their performance, along with other instruments were provided by a \$75,000 grant awarded to Ms. Georges for the program. Dr.

COUNTY OF MARICOPA  
OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
January 20, 2026

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Robert noted the behind the scenes work that takes place and strong leadership provided by Principal Martin.

Applauding the community, Dr. Robert noted improvements to the Board Room adding that there will be more bond projects in the future.

President Ramos called for a break at 6:06 PM.

The meeting resumed at 6:15 PM.

**Call to the Public**

No requests submitted.

**Consent Agenda – Approval of Items Since December Meeting**

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  - 1. Regular Meeting of December 16, 2025
  - 2. Public hearing Minutes of December 2, 2025
- D. Approval of Personnel Items
  - 1. New Employees
  - 2. Extra Duty Contracts
  - 3. Employment Changes/Additions
  - 4. Resignations
  - 5. Terminations
  - 6. Retirements
  - 7. Leaves of Absence
  - 8. Non Renewals
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal of Equipment
- I. Annual Appointment of Student Activities Treasurer
- J. Approval of Grand Canyon University Unpaid Non-Clinical Internship Agreement between Osborn School District and Grand Canyon University for Intern Samantha Weaver.

Mr. Blink noted that the minutes in the packet for December 2 were not the minutes listed on the agenda.

Mr. Hermes motioned to approve without the minutes noted. Mr. Blink seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

### **Board Presentation**

Dr. Woodland shared a presentation reviewing focus areas of the HR Department around certification compliance, employee experience, attendance and wellness and how each aligned with student outcomes. Dr. Woodland also shared how the department has evolved since she began in her role in 2022 from traditional HR processes into Strategic Talent Management.

A short discussion took place around certification and staff surveys.

President Ramos thanked Dr. Woodland for the presentation and sharing the department alignment to student outcomes.

### **Admin Reports**

Members shared their enjoyment of seeing the reports and especially the information about the impact of Literacy Coach Ms. Vehr on student success at Longview and attendance reports across the district. Mr. Thompson requested information on chronic absenteeism and members applauded principals and their attendance teams for the improvements in attendance.

### **Information Updates**

#### **OEA Update**

Co President Ms. Callisen shared that part of the work of OEA is support of advocacy needs noting that they assisted with 7 cases in December. Offering highlights of the January meeting she said staff shared support of the student free day and reviewed Meet and Confer rules in preparation for discussion at the January Work Study.

Ms. Gerlock said the group looks forward to working collaboratively and reviewing the new absence report using data from time clock that will allow for a more accurate data collection.

### **Winter 2025-2026 Academic Data**

Ms. Robinson and Mrs. Potter-Davis provided a comparison of AASA and STAR assessments and then provided data from spring, fall and winter ELA and Math results. Results show that ELA student proficiency improved from 24-28% and 18-26% in math.

Members discussed the tests and results and student growth. Mr. Blink noted the great work being done in the classroom to achieve the results but added the need to ensure no students are left behind.

### **Action Items**

#### **Board Reorganization**

#### **Election of President**

Mrs. Ford nominated current president Mrs. Ramos. There were no further nominations. President Ramos accepted the nomination.

Mr. Blink motioned to approve. Mrs. Ford seconded. Motion carried. 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye

Mr. Thompson aye  
Mr. Blink aye

**Election of Clerk**

President Ramos nominated current Board Clerk Mrs. Ford. There were no further nominations. Mrs. Ford accepted the nomination.

Mr. Hermes moved to approve. Mr. Thompson seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

**Establishment of Meeting Dates, Times, Places**

President Ramos noted the November 3 meeting should be changed due to Election Day. Members discussed moving the Work Study to December 1.

Mr. Thompson moved to approve with the change to December 1. Mrs. Ford seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

**FY 25 Audit Reports**

Ms. McCabe reviewed audit results noting this was a clean audit and commending front office staff for their diligence, stating there were no student attendance findings. Referring to the finding in financial reporting Ms. McCabe explained that it was the same deficiency in single audit, adjustments have been made and corrected as an AFR (Annual Financial Reporting) correction. She shared that they are working on disposal listings and have had zero findings with the credit card since changing companies. Referring to a finding regarding a deposit not made within the allowed timeframe she explained that new processes have been put in place to correct the issue.

Ms. McCabe explained that the Aviant team (formally DW) has been very good to work with and appreciates the feedback she received from them.

Mr. Hermes moved to approve. Mr. Thompson seconded.

Roll call vote was taken.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye

Mr. Thompson aye  
Mr. Blink aye

Motion carried 5-0.

**Adoption in a Single Reading**

Dr. Robert explained that in keeping with the district's practice the next item is approval of changes to a regulation to align dates with the policy and because it relates to dates with Open Enrollment the request is to approve with a single reading.

Mr. Blink motioned for approval. Mrs. Ford seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

**Approval of revisions to Open Enrollment JFB-RA**

Noting that it is not necessary but has been district practice to bring exhibits and regulations for approval, the request is to change the date in this Regulation to align with the policy.

Mr. Hermes motioned to approve. Mr. Blink seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

**Recommendation regarding Contract # 2024.01 - Capital Project Management**

Ms. McCabe stated that district administration recommends terminating the contract for capital project management services allowing staff to move forward with projects.

Mr. Thompson motioned to approve. Mrs. Ford seconded. Motion carried 5-0.

Mrs. Ramos aye  
Mrs. Ford aye  
Mr. Hermes aye  
Mr. Thompson aye  
Mr. Blink aye

**Board Development**

Mr. Hermes shared that he would like to have more discussion throughout the year about after school and summer programs.

Mr. Blink said he appreciated the presentation by Mrs. Potter- Davis that aligns to what members and the district are here to achieve.

COUNTY OF MARICOPA  
OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
January 20, 2026

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President Ramos said that the data information is typically information shared during the retreat but enjoyed having it shared at a regular meeting. She also stated that she would like to see students recognized at meetings for their academic growth.

Members will read chapter 5 for the next meeting.

**Future**

**Mr. Blink**

- Focus on goals to make sure they are shared and highly articulated

**Mr. Thompson**

- Would like detail on chronic absenteeism

**Mr. Hermes**

- Check in about strategic plan

**Adjournment**

Board President Mrs. Ramos declared the meeting adjourned at 7:56 PM.

Minutes submitted by:

\_\_\_\_\_  
Lisa Nye, Executive Assistant  
to the Superintendent and Governing Board

\_\_\_\_\_  
Rhiannon Ford, Board Clerk

The Osborn School District's Revision of the Fiscal Year Expenditure Budget Public Hearing began at 5:31 p.m.

**Present:**

Violeta Ramos, Board President  
Rhiannon Ford, Board Clerk  
Edward Hermes, Board Member - absent  
Eric Thompson, Board Member  
Ben Blink, Board Member  
Dr. Michael Robert, Superintendent

**Revision of the Fiscal Year Expenditure Budget**

Ms. McCabe explained that the revision reflects changes since the adoption of the budget in July. She reviewed changes adding that carryover amounts have allowed the district to continue funding positions and other items that would have otherwise been lost due to decreased revenue.

Administrators will begin looking at available options to share with Budget Committee in order to continue funding in these same areas next year.

There was no public comment.

Minutes submitted by:

\_\_\_\_\_  
Lisa Nye, Executive Administrative Assistant  
to the Superintendent and Governing Board

\_\_\_\_\_  
Rhiannon Ford, Board Clerk

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-D-1-8**

**Agenda Item**

**Approval of Personnel Items**

For Board:  Action       Discussion       Information

**Background –**

Per attached list.

Note: Due to HIPPA laws (Health Insurance Portability & Accountability Act) regarding privacy of health information, we do not include letters from individuals requesting FMLA because their medical conditions are mentioned in their letters. This information must be held confidential. Board members will simply know from the usual monthly listings that it is an FMLA request and understand that such requests are made due to one's own personal illness or injury or a close family members' illness or injury or the birth or adoption of a child, etc.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the Resignations/Terminations/Retirements and Employment/Changes/Additions, Non Renewal as presented.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**NEW EMPLOYEES: CERTIFIED**

NAME                                      POSITION                                      LOCATION    DATE HIRED    RATE OF PAY

**NEW EMPLOYEES: CLASSIFIED**

NAME                                      POSITION                                      LOCATION    DATE HIRED    RATE OF PAY

ADDITIONAL ASSIGNMENTS					
NAME	POSITION	LOCATION	DATE	RATE OF PAY	
Campos, Sabrina	XD- RENTALS	Bus Services	1/11/2026	\$23.73	
Gerlock, Storm	XD- Educational Asst Library	Encanto	5/22/2026	\$22.90	
Ramirez, Juana	XD- 21st Century Enrichment	Solano	1/12/2026	\$23.03	
Thomas, Charity	XD- 21st Century Late Bus Dispatcher	Maint & Transp	1/16/2026	\$24.81	
Wessel, Cindy	XD- Bus Driver	Maint & Transp	1/6/2026	\$25.75	
Zuniga, Maria	XD- Van Driver	Maint & Transp	1/6/2026	\$19.23	

CHANGE OF ASSIGNMENT						
NAME	FROM POSITION	TO POSITION	LOCATION	DATE	RATE OF PAY	

NEW YEAR CLASSIFIED ASSIGNMENTS				
NAME	POSITION	LOCATION	DATE	RATE OF PAY

NEW YEAR SUBSTITUTE ASSIGNMENTS				
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**RESIGNATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>
Chevalier, Cecilia	7th Grade Math Teacher	OMS	5/21/2026
Heiser, Morgan	3rd Grade Teacher	LNV	5/21/2026
Jorgenson, Julie	2nd Grade Teacher	LNV	5/21/2026
Ramirez Garcia, Rocio	Preschool Teacher	LNV	5/21/2026
Ryan, Kelsey	.5 SPED Master Teacher	Stud Services	5/21/2026
Truesdale, Karen	Human Resources Technician	D.O.	1/28/2026
Velasco-Jackson, Melinda	School Clerk	SOL	1/23/2026
Mitchell, Johnnie	Crossing Guard	M&T	2/5/2026

**TERMINATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>
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**RETIREMENTS**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
Aken, Ann	4th Grade Dual Language Teache	CLA	5/21/2026
Murphy III, John	Technology Teacher	CLA	5/21/2026

**LEAVE OF ABSENCES:**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
Escobedo, Maria Rosario	FMLA Return	CN	1/14/2026
Pacheco, Maria	FMLA	MT	1/13/2026

**MILITARY LEAVE:**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
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**PRE-APPROVAL ADDENDUM TO CONTRACT**

<u>NAME</u>	<u>PROGRAM</u>	<u>AMOUNT</u>
(Torres) Bedonie, Brianna	Basketball Coach 1/6-2/28/26	\$800.00
Aken, Ann	After School Teacher 1/6-2/19/26	\$350.00
Anderson, Beth	Volleyball Coach 10/13/25-12/6/25	\$200.00
Anderson, Beth	Basketball Coach 1/6-2/28/26	\$800.00
Arebalo, Cynthia	Basketball Coach 1/6-2/28/26	\$800.00
Campbell, Amelia	21st Century Teacher 12/2/25-2/26/26	\$1,440.00
Campbell, Amelia	21st Century Teacher 12/4/25	\$25.00
Corrales Villanueva, Loreнна	After School Teacher 1/6-2/19/26	\$350.00
Corrales Villanueva, Loreнна	After School Teacher 1/6-2/19/26	\$350.00
Delgado- Beagley, Cristina	21st Century Teacher 12/1/25-2/28/26	\$760.00
Dine, Yasmin	21st Century Teacher 12/2/25-2/26/26	\$1,440.00
Dine, Yasmine	21st Century Teacher 12/4/25	\$25.00
Fernandez-Guillen, Adriana	21st Century Teacher 12/1/25-2/28/26	\$1,160.00
Formanek, John	21st Century Teacher 12/1/25-2/27/26	\$630.00
George, Sylvie	NCSP- School Psychologist 7/24/25-5/20/26	\$2,500.00
Gonzalez Tena, Stephanie	After School Teacher 1/6-2/19/26	\$200.00
Gonzalez Tena, Stephanie	After School Teacher 1/6-2/19/26	\$210.00
Hasenstab, Stephanie	21st Century Teacher 12/1/25-2/27/26	\$1,320.00
Hasenstab, Stephanie	21st Century Teacher 12/4/25	\$25.00
Jones, Karen	Cheer Coach 11/18/25-1/16-26	\$1,000.00
Murphy, John	After School Teacher 11/11/25-4/17/26	\$200.00
Murphy, John	After School Teacher 1/6-2/19/26	\$350.00
Orozco-Rivas, Maya	After School Teacher 1/6-4/23/26	\$140.00
Parker, Naomi	21st Century Teacher 12/1/25-2/28/26	\$440.00
Pendall-Castro, Emily	21st Century Teacher 12/1/25-2/27/26	\$630.00
Schrey, Kaitlyn	Basketball Coach 12/2/25-2/28/26	\$1,000.00
Schrey, Kaitlyn	21st Century Teacher 12/4/25	\$25.00
Serrano, Samuel	21st Century Teacher 1/6-2/19/26	\$350.00
Stevens, Amber	Basketball Coach 1/6-2/28/26	\$800.00
Stubbs, Juanita	21st Century Teache 12/1/25-2/28/26	\$720.00
Terriciano, Molly	21st Century Teacher 11/4/25-4/17/26	\$250.00
Terriciano, Molly	After School Teacher 1/6-2/19/26	\$350.00
Terriciano, Molly	After School Teacher 1/6-2/26/26	\$300.00



**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-F**

**Agenda Item**

**Expenditure and Revenue Report**

For Board:     Action             Discussion             Information

**Background –**

Attached is a summary fund status for all current district funds in accordance with Board Policy DBI that states, *“In order to determine if budgeted expenditures are in keeping with the adopted budget, a monthly report of expenditures and revenues shall be presented to the Board.*

*Any over expenditure in a major subsection of the maintenance and operation budget shall require Board approval.”*

**Legal**

A.R.S. 15-905

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

For information only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

# Osborn School District

## Board Rev & Expense Report

From Date: 1/1/2026

To Date: 1/31/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
  Filter Encumbrance Detail by Date Range  
 Exclude Inactive Accounts with zero balance   
  Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
001.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$358,447.11)	(\$6,471,761.71)	\$6,471,761.71	\$0.00	\$6,471,761.71	0.00%
001.000.0000.2000.000.000.0000	Undesignated	\$0.00	\$0.00	\$44.61	(\$44.61)	\$0.00	(\$44.61)	0.00%
001.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$806,964.74)	(\$5,416,206.69)	\$5,416,206.69	\$0.00	\$5,416,206.69	0.00%
001.000.0000.6000.000.000.0000	BUDGET LINE	\$23,612,850.00	\$1,648,047.29	\$11,610,404.78	\$12,002,445.22	\$10,231,132.49	\$1,771,312.73	7.50%
	FUND: MAINTENANCE AND OPERATION - 001	\$23,612,850.00	\$482,635.44	(\$277,519.01)	\$23,890,369.01	\$10,231,132.49	\$13,659,236.52	57.85%
010.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$181,708.62)	(\$1,090,311.73)	\$1,090,311.73	\$0.00	\$1,090,311.73	0.00%
	FUND: CLASSROOM SITE FUND - 010	\$0.00	(\$181,708.62)	(\$1,090,311.73)	\$1,090,311.73	\$0.00	\$1,090,311.73	0.00%
011.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$34,659.26)	\$34,659.26	\$0.00	\$34,659.26	0.00%
011.000.0000.6000.000.000.0000	BUDGET LINE	\$5,186,674.57	\$157,953.37	\$1,027,322.49	\$4,159,352.08	\$945,964.33	\$3,213,387.75	61.95%
	FUND: P301 BASE PAY - 011	\$5,186,674.57	\$157,953.37	\$992,663.23	\$4,194,011.34	\$945,964.33	\$3,248,047.01	62.62%
020.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$95,537.10)	(\$95,537.10)	\$95,537.10	\$0.00	\$95,537.10	0.00%
020.000.0000.6000.000.000.0000	BUDGET LINE	\$200,000.00	\$7,289.80	\$42,741.17	\$157,258.83	\$39,504.96	\$117,753.87	58.88%
	FUND: INSTRUCTIONAL IMPROVEMENT FUND - 020	\$200,000.00	(\$88,247.30)	(\$52,795.93)	\$252,795.93	\$39,504.96	\$213,290.97	106.65%
071.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$12,031.23)	(\$12,031.23)	\$12,031.23	\$0.00	\$12,031.23	0.00%
071.000.0000.6000.000.000.0000	BUDGET LINE	\$54,377.31	\$3,006.55	\$15,037.78	\$39,339.53	\$18,880.24	\$20,459.29	37.62%
	FUND: STRUCTURED ENGLISH IMMERSION - 071	\$54,377.31	(\$9,024.68)	\$3,006.55	\$51,370.76	\$18,880.24	\$32,490.52	59.75%
100.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$356,331.56)	(\$356,331.56)	\$356,331.56	\$0.00	\$356,331.56	0.00%
100.000.0000.6000.000.000.0000	BUDGET LINE	\$1,153,863.70	\$60,425.20	\$416,756.76	\$737,106.94	\$401,080.95	\$336,025.99	29.12%
	FUND: TITLE I - 100	\$1,153,863.70	(\$295,906.36)	\$60,425.20	\$1,093,438.50	\$401,080.95	\$692,357.55	60.00%
101.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$93,518.67)	(\$787,508.76)	\$787,508.76	\$0.00	\$787,508.76	0.00%
101.000.0000.6000.000.000.0000	BUDGET LINE	\$1,607,134.39	\$0.00	\$6,805.16	\$1,600,329.23	\$0.00	\$1,600,329.23	99.58%
	FUND: TITLE I - 101	\$1,607,134.39	(\$93,518.67)	(\$780,703.60)	\$2,387,837.99	\$0.00	\$2,387,837.99	148.58%
110.000.0000.6000.000.000.0000	BUDGET LINE	\$1,707.92	\$0.00	\$0.00	\$1,707.92	\$0.00	\$1,707.92	100.00%
	FUND: TITLE ID - NEGLECTED OR DELINQUENT - 110	\$1,707.92	\$0.00	\$0.00	\$1,707.92	\$0.00	\$1,707.92	100.00%
115.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$5,981.98)	(\$21,401.40)	\$21,401.40	\$0.00	\$21,401.40	0.00%
115.000.0000.6000.000.000.0000	BUDGET LINE	\$40,000.00	\$0.00	\$15,611.98	\$24,388.02	\$0.00	\$24,388.02	60.97%
	FUND: TITLE I TARGETED SUPPORT & IMPROVEMENT - 115	\$40,000.00	(\$5,981.98)	(\$5,789.42)	\$45,789.42	\$0.00	\$45,789.42	114.47%
116.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$2,630.56)	(\$2,630.56)	\$2,630.56	\$0.00	\$2,630.56	0.00%
116.000.0000.6000.000.000.0000	BUDGET LINE	\$30,000.00	\$180.00	\$2,630.56	\$27,369.44	\$0.00	\$27,369.44	91.23%
	FUND: TITLE I TARGETED SUPPORT & IMPROVEMENT - 116	\$30,000.00	(\$2,450.56)	\$0.00	\$30,000.00	\$0.00	\$30,000.00	100.00%
140.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$39,911.11)	(\$39,911.11)	\$39,911.11	\$0.00	\$39,911.11	0.00%
140.000.0000.6000.000.000.0000	BUDGET LINE	\$143,776.29	\$1,779.61	\$44,969.76	\$98,806.53	\$31,665.91	\$67,140.62	46.70%
	FUND: TITLE IIA - IMPROVING TEACHER QUALITY - 140	\$143,776.29	(\$38,131.50)	\$5,058.65	\$138,717.64	\$31,665.91	\$107,051.73	74.46%
141.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$13,120.80)	(\$115,265.68)	\$115,265.68	\$0.00	\$115,265.68	0.00%
141.000.0000.6000.000.000.0000	BUDGET LINE	\$251,373.39	\$0.00	\$13,282.00	\$238,091.39	\$0.00	\$238,091.39	94.72%
	FUND: TITLE IIA - IMPROVING TEACHER QUALITY - 141	\$251,373.39	(\$13,120.80)	(\$101,983.68)	\$353,357.07	\$0.00	\$353,357.07	140.57%
160.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$8,526.10)	(\$8,526.10)	\$8,526.10	\$0.00	\$8,526.10	0.00%
160.000.0000.6000.000.000.0000	BUDGET LINE	\$95,886.60	\$2,955.68	\$12,529.70	\$83,356.90	\$15,894.60	\$67,462.30	70.36%
	FUND: TITLE IV - SAFE & DRUG FREE BASIC - 160	\$95,886.60	(\$5,570.42)	\$4,003.60	\$91,883.00	\$15,894.60	\$75,988.40	79.25%

# Osborn School District

## Board Rev & Expense Report

From Date: 1/1/2026

To Date: 1/31/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
  Filter Encumbrance Detail by Date Range  
 Exclude Inactive Accounts with zero balance   
  Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
161.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$3,778.42)	(\$53,580.68)	\$53,580.68	\$0.00	\$53,580.68	0.00%
161.000.0000.6000.000.000.0000	BUDGET LINE	\$169,955.66	\$0.00	(\$907.17)	\$170,862.83	\$0.00	\$170,862.83	100.53%
	FUND: TITLE IV - SAFE & DRUG FREE BASIC - 161	\$169,955.66	(\$3,778.42)	(\$54,487.85)	\$224,443.51	\$0.00	\$224,443.51	132.06%
162.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$51,652.61)	(\$172,931.87)	\$172,931.87	\$0.00	\$172,931.87	0.00%
162.000.0000.6000.000.000.0000	BUDGET LINE	\$240,000.00	\$5,302.33	\$56,954.94	\$183,045.06	\$60,337.78	\$122,707.28	51.13%
	FUND: 21ST CENTURY (ENC, SOL) - 162	\$240,000.00	(\$46,350.28)	(\$115,976.93)	\$355,976.93	\$60,337.78	\$295,639.15	123.18%
163.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$144,609.48)	\$144,609.48	\$0.00	\$144,609.48	0.00%
163.000.0000.6000.000.000.0000	BUDGET LINE	\$330,000.00	\$0.00	\$6,175.87	\$323,824.13	\$1,410.46	\$322,413.67	97.70%
	FUND: 21ST CENTURY (CL, LV, OMS) - 163	\$330,000.00	\$0.00	(\$138,433.61)	\$468,433.61	\$1,410.46	\$467,023.15	141.52%
190.000.0000.6000.000.000.0000	BUDGET LINE	\$70,747.77	\$3,822.18	\$27,599.32	\$43,148.45	\$25,795.97	\$17,352.48	24.53%
	FUND: TITLE III - 190	\$70,747.77	\$3,822.18	\$27,599.32	\$43,148.45	\$25,795.97	\$17,352.48	24.53%
191.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$29,176.50)	\$29,176.50	\$0.00	\$29,176.50	0.00%
191.000.0000.6000.000.000.0000	BUDGET LINE	\$110,951.69	\$0.00	\$0.00	\$110,951.69	\$0.00	\$110,951.69	100.00%
	FUND: TITLE III - 191	\$110,951.69	\$0.00	(\$29,176.50)	\$140,128.19	\$0.00	\$140,128.19	126.30%
200.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$11,116.91)	\$11,116.91	\$0.00	\$11,116.91	0.00%
200.000.0000.6000.000.000.0000	BUDGET LINE	\$35,595.00	\$3,465.79	\$21,211.06	\$14,383.94	\$21,253.87	(\$6,869.93)	-19.30%
	FUND: TITLE VII - INDIAN ED - 200	\$35,595.00	\$3,465.79	\$10,094.15	\$25,500.85	\$21,253.87	\$4,246.98	11.93%
220.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$345,882.11)	(\$345,882.11)	\$345,882.11	\$0.00	\$345,882.11	0.00%
220.000.0000.6000.000.000.0000	BUDGET LINE	\$1,130,009.75	\$53,350.13	\$399,529.24	\$730,480.51	\$334,898.59	\$395,581.92	35.01%
	FUND: IDEA - BASIC - 220	\$1,130,009.75	(\$292,531.98)	\$53,647.13	\$1,076,362.62	\$334,898.59	\$741,464.03	65.62%
221.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$317,539.37)	\$317,539.37	\$0.00	\$317,539.37	0.00%
221.000.0000.6000.000.000.0000	BUDGET LINE	\$895,850.30	\$3,185.88	\$8,109.51	\$887,740.79	\$21,890.49	\$865,850.30	96.65%
	FUND: IDEA BASIC - 221	\$895,850.30	\$3,185.88	(\$309,429.86)	\$1,205,280.16	\$21,890.49	\$1,183,389.67	132.10%
222.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$9,960.43)	(\$9,960.43)	\$9,960.43	\$0.00	\$9,960.43	0.00%
222.000.0000.6000.000.000.0000	BUDGET LINE	\$29,517.50	\$1,686.09	\$11,646.52	\$17,870.98	\$10,612.51	\$7,258.47	24.59%
	FUND: IDEA - PRESCHOOL GRANT - 222	\$29,517.50	(\$8,274.34)	\$1,686.09	\$27,831.41	\$10,612.51	\$17,218.90	58.33%
223.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$13,956.84)	\$13,956.84	\$0.00	\$13,956.84	0.00%
223.000.0000.6000.000.000.0000	BUDGET LINE	\$29,973.04	\$0.00	\$0.00	\$29,973.04	\$0.00	\$29,973.04	100.00%
	FUND: IDEA EDISA - 2 Training - 223	\$29,973.04	\$0.00	(\$13,956.84)	\$43,929.88	\$0.00	\$43,929.88	146.56%
230.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$9,422.14)	(\$9,422.14)	\$9,422.14	\$0.00	\$9,422.14	0.00%
230.000.0000.6000.000.000.0000	BUDGET LINE	\$37,173.47	\$701.26	\$10,123.40	\$27,050.07	\$10,143.92	\$16,906.15	45.48%
	FUND: JOHNSON-O'MALLEY - 230	\$37,173.47	(\$8,720.88)	\$701.26	\$36,472.21	\$10,143.92	\$26,328.29	70.83%
231.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$7,905.40)	(\$7,905.40)	\$7,905.40	\$0.00	\$7,905.40	0.00%
231.000.0000.6000.000.000.0000	BUDGET LINE	\$37,173.47	\$0.00	\$0.00	\$37,173.47	\$0.00	\$37,173.47	100.00%
	FUND: JOHNSON-O'MALLEY - 231	\$37,173.47	(\$7,905.40)	(\$7,905.40)	\$45,078.87	\$0.00	\$45,078.87	121.27%
280.000.0000.6000.000.000.0000	BUDGET LINE	\$29,828.93	\$0.00	\$0.00	\$29,828.93	\$0.00	\$29,828.93	100.00%
	FUND: EDUCATION FOR HOMELESS CHILDREN - 280	\$29,828.93	\$0.00	\$0.00	\$29,828.93	\$0.00	\$29,828.93	100.00%
290.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$39.00)	\$39.00	\$0.00	\$39.00	0.00%
290.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$23,269.59)	(\$59,906.26)	\$59,906.26	\$0.00	\$59,906.26	0.00%

# Osborn School District

## Board Rev & Expense Report

From Date: 1/1/2026

To Date: 1/31/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
  Filter Encumbrance Detail by Date Range  
 Exclude Inactive Accounts with zero balance   
  Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
290.000.0000.6000.000.000.0000	BUDGET LINE	\$550,000.00	\$14,302.25	\$99,815.10	\$450,184.90	\$81,867.88	\$368,317.02	66.97%
	FUND: MEDICAID REIMB - 290	\$550,000.00	(\$8,967.34)	\$39,869.84	\$510,130.16	\$81,867.88	\$428,262.28	77.87%
308.000.0000.6000.000.000.0000	BUDGET LINE	\$0.00	\$0.00	\$299,544.12	(\$299,544.12)	\$0.00	(\$299,544.12)	0.00%
	FUND: EPA CLEAN BUSES GRANT - 308	\$0.00	\$0.00	\$299,544.12	(\$299,544.12)	\$0.00	(\$299,544.12)	0.00%
310.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$1,223.64)	\$1,223.64	\$0.00	\$1,223.64	0.00%
310.000.0000.6000.000.000.0000	BUDGET LINE	\$8,690.00	\$0.00	\$428.13	\$8,261.87	\$1.87	\$8,260.00	95.05%
	FUND: AZ NURSES WORKFORCE GRANT - 310	\$8,690.00	\$0.00	(\$795.51)	\$9,485.51	\$1.87	\$9,483.64	109.13%
320.000.0000.6000.000.000.0000	BUDGET LINE	\$708,000.00	\$0.00	\$0.00	\$708,000.00	\$0.00	\$708,000.00	100.00%
	FUND: PRESCHOOL DEVELOPMENT GRANT - 320	\$708,000.00	\$0.00	\$0.00	\$708,000.00	\$0.00	\$708,000.00	100.00%
322.000.0000.6000.000.000.0000	BUDGET LINE	\$276,000.00	\$0.00	\$0.00	\$276,000.00	\$0.00	\$276,000.00	100.00%
	FUND: PRESCHOOL DEV - START-UP - 322	\$276,000.00	\$0.00	\$0.00	\$276,000.00	\$0.00	\$276,000.00	100.00%
323.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$334,082.16)	\$334,082.16	\$0.00	\$334,082.16	0.00%
323.000.0000.6000.000.000.0000	BUDGET LINE	\$350,000.00	\$62.18	\$244,655.92	\$105,344.08	\$0.00	\$105,344.08	30.10%
	FUND: PDG- CONTINUATION GRANT - 323	\$350,000.00	\$62.18	(\$89,426.24)	\$439,426.24	\$0.00	\$439,426.24	125.55%
333.000.0000.6000.000.000.0000	BUDGET LINE	\$800,000.00	\$30,904.62	\$71,514.56	\$728,485.44	\$175,160.46	\$553,324.98	69.17%
	FUND: HQEL - 333	\$800,000.00	\$30,904.62	\$71,514.56	\$728,485.44	\$175,160.46	\$553,324.98	69.17%
364.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	(\$288,317.67)	(\$516,425.02)	\$516,425.02	\$0.00	\$516,425.02	0.00%
364.000.0000.6000.000.000.0000	BUDGET LINE	\$1,000,000.00	\$46,265.11	\$561,343.40	\$438,656.60	\$109,026.43	\$329,630.17	32.96%
	FUND: FED ED INNOVATION RESEARCH GRANT - 364	\$1,000,000.00	(\$242,052.56)	\$44,918.38	\$955,081.62	\$109,026.43	\$846,055.19	84.61%
457.000.0000.6000.000.000.0000	BUDGET LINE	\$26,000.00	\$1,325.24	\$8,415.46	\$17,584.54	\$8,222.82	\$9,361.72	36.01%
	FUND: RESULTS BASED FUNDING - 457	\$26,000.00	\$1,325.24	\$8,415.46	\$17,584.54	\$8,222.82	\$9,361.72	36.01%
472.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$52,539.98)	(\$52,539.98)	\$52,539.98	\$0.00	\$52,539.98	0.00%
472.000.0000.6000.000.000.0000	BUDGET LINE	\$180,000.00	\$14,792.64	\$40,786.32	\$139,213.68	\$27,942.70	\$111,270.98	61.82%
	FUND: EARLY LITERACY GRANT - 472	\$180,000.00	(\$37,747.34)	(\$11,753.66)	\$191,753.66	\$27,942.70	\$163,810.96	91.01%
473.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$78,505.68)	(\$78,505.68)	\$78,505.68	\$0.00	\$78,505.68	0.00%
473.000.0000.6000.000.000.0000	BUDGET LINE	\$185,820.00	\$14,693.02	\$93,198.70	\$92,621.30	\$92,839.49	(\$218.19)	-0.12%
	FUND: FOUNDATIONAL LITERACY GRANT - 473	\$185,820.00	(\$63,812.66)	\$14,693.02	\$171,126.98	\$92,839.49	\$78,287.49	42.13%
475.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$13,321.14)	(\$13,321.14)	\$13,321.14	\$0.00	\$13,321.14	0.00%
475.000.0000.6000.000.000.0000	BUDGET LINE	\$45,000.00	\$2,293.94	\$14,461.96	\$30,538.04	\$14,491.02	\$16,047.02	35.66%
	FUND: OIE RISE GRANT - 475	\$45,000.00	(\$11,027.20)	\$1,140.82	\$43,859.18	\$14,491.02	\$29,368.16	65.26%
480.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$186,688.91)	(\$174,788.39)	\$174,788.39	\$0.00	\$174,788.39	0.00%
480.000.0000.6000.000.000.0000	BUDGET LINE	\$407,053.00	\$35,222.75	\$221,911.66	\$185,141.34	\$193,779.59	(\$8,638.25)	-2.12%
	FUND: SAFE SCHOOLS - 480	\$407,053.00	(\$151,466.16)	\$47,123.27	\$359,929.73	\$193,779.59	\$166,150.14	40.82%
500.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$1,379.17)	(\$34,963.33)	\$34,963.33	\$0.00	\$34,963.33	0.00%
500.000.0000.5000.000.000.0000	REVENUE FROM OTHER SOURCES	\$0.00	\$0.00	(\$283.80)	\$283.80	\$0.00	\$283.80	0.00%
500.000.0000.6000.000.000.0000	BUDGET LINE	\$686,000.00	\$0.00	\$0.00	\$686,000.00	\$0.00	\$686,000.00	100.00%
	FUND: SCH PL-SALE/LEAS OVR 1 YR - 500	\$686,000.00	(\$1,379.17)	(\$35,247.13)	\$721,247.13	\$0.00	\$721,247.13	105.14%
502.000.0000.6000.000.000.0000	BUDGET LINE	\$80,000.00	\$0.00	\$0.00	\$80,000.00	\$0.00	\$80,000.00	100.00%

# Osborn School District

## Board Rev & Expense Report

From Date: 1/1/2026

To Date: 1/31/2026

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- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
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Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
	FUND: SCHOOL PLANT SALES - 502	\$80,000.00	\$0.00	\$0.00	\$80,000.00	\$0.00	\$80,000.00	100.00%
510.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$26,114.51)	\$26,114.51	\$0.00	\$26,114.51	0.00%
510.000.0000.4000.000.000.0000	REVENUE FROM FEDERAL SOURCES	\$0.00	\$0.00	(\$965,206.82)	\$965,206.82	\$0.00	\$965,206.82	0.00%
510.000.0000.6000.000.000.0000	BUDGET LINE	\$2,750,000.00	\$167,463.96	\$1,270,053.93	\$1,479,946.07	\$935,670.58	\$544,275.49	19.79%
	FUND: FOOD SERVICE - 510	\$2,750,000.00	\$167,463.96	\$278,732.60	\$2,471,267.40	\$935,670.58	\$1,535,596.82	55.84%
515.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$8,891.75)	(\$42,632.64)	\$42,632.64	\$0.00	\$42,632.64	0.00%
515.000.0000.6000.000.000.0000	BUDGET LINE	\$200,000.00	\$6,477.51	\$56,479.98	\$143,520.02	\$95,236.25	\$48,283.77	24.14%
	FUND: CIVIC CENTER - 515	\$200,000.00	(\$2,414.24)	\$13,847.34	\$186,152.66	\$95,236.25	\$90,916.41	45.46%
520.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$30,978.50)	(\$93,523.55)	\$93,523.55	\$0.00	\$93,523.55	0.00%
520.000.0000.6000.000.000.0000	BUDGET LINE	\$246,393.60	\$19,519.43	\$165,802.29	\$80,591.31	\$124,740.64	(\$44,149.33)	-17.92%
	FUND: COMMUNITY SCHOOL - 520	\$246,393.60	(\$11,459.07)	\$72,278.74	\$174,114.86	\$124,740.64	\$49,374.22	20.04%
521.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$26,661.60)	(\$115,094.85)	\$115,094.85	\$0.00	\$115,094.85	0.00%
521.000.0000.6000.000.000.0000	BUDGET LINE	\$403,606.40	(\$1,252.09)	\$216,936.96	\$186,669.44	\$184,204.88	\$2,464.56	0.61%
	FUND: COMMUNITY SCHOOL - MONTESSORI - 521	\$403,606.40	(\$27,913.69)	\$101,842.11	\$301,764.29	\$184,204.88	\$117,559.41	29.13%
525.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$838.00)	(\$4,177.29)	\$4,177.29	\$0.00	\$4,177.29	0.00%
525.000.0000.6000.000.000.0000	BUDGET LINE	\$30,000.00	\$3,313.16	\$4,481.18	\$25,518.82	\$1,570.00	\$23,948.82	79.83%
	FUND: AUXILIARY OPERATIONS - 525	\$30,000.00	\$2,475.16	\$303.89	\$29,696.11	\$1,570.00	\$28,126.11	93.75%
526.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$14,822.00)	(\$19,402.00)	\$19,402.00	\$0.00	\$19,402.00	0.00%
526.000.0000.6000.000.000.0000	BUDGET LINE	\$370,000.00	\$2,526.48	\$16,571.86	\$353,428.14	\$33,168.35	\$320,259.79	86.56%
	FUND: EXTRA CURR TAX FEES CR - 526	\$370,000.00	(\$12,295.52)	(\$2,830.14)	\$372,830.14	\$33,168.35	\$339,661.79	91.80%
530.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$5,504.28)	(\$44,439.16)	\$44,439.16	\$0.00	\$44,439.16	0.00%
530.000.0000.6000.000.000.0000	BUDGET LINE	\$500,000.00	\$11,740.08	\$70,860.38	\$429,139.62	\$55,995.35	\$373,144.27	74.63%
	FUND: GIFTS AND DONATIONS - 530	\$500,000.00	\$6,235.80	\$26,421.22	\$473,578.78	\$55,995.35	\$417,583.43	83.52%
540.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$840.15)	(\$888.15)	\$888.15	\$0.00	\$888.15	0.00%
540.000.0000.6000.000.000.0000	BUDGET LINE	\$10,500.00	\$0.00	\$404.00	\$10,096.00	\$1,546.00	\$8,550.00	81.43%
	FUND: FINGERPRINT - 540	\$10,500.00	(\$840.15)	(\$484.15)	\$10,984.15	\$1,546.00	\$9,438.15	89.89%
550.000.0000.6000.000.000.0000	BUDGET LINE	\$30,500.00	\$0.00	\$0.00	\$30,500.00	\$0.00	\$30,500.00	100.00%
	FUND: INSURANCE PROCEEDS - 550	\$30,500.00	\$0.00	\$0.00	\$30,500.00	\$0.00	\$30,500.00	100.00%
555.000.0000.6000.000.000.0000	BUDGET LINE	\$18,000.00	\$0.00	\$0.00	\$18,000.00	\$0.00	\$18,000.00	100.00%
	FUND: TEXTBOOKS - 555	\$18,000.00	\$0.00	\$0.00	\$18,000.00	\$0.00	\$18,000.00	100.00%
565.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$26.01)	\$26.01	\$0.00	\$26.01	0.00%
	FUND: LITIGATION RECOVERY - 565	\$0.00	\$0.00	(\$26.01)	\$26.01	\$0.00	\$26.01	0.00%
570.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$21,786.52)	\$21,786.52	\$0.00	\$21,786.52	0.00%
570.000.0000.5000.000.000.0000	REVENUE FROM OTHER SOURCES	\$0.00	\$0.00	(\$8,431.90)	\$8,431.90	\$0.00	\$8,431.90	0.00%
570.000.0000.6000.000.000.0000	BUDGET LINE	\$900,000.00	\$28,888.06	\$223,835.58	\$676,164.42	\$204,803.17	\$471,361.25	52.37%
	FUND: INDIRECT COSTS - 570	\$900,000.00	\$28,888.06	\$193,617.16	\$706,382.84	\$204,803.17	\$501,579.67	55.73%
575.000.0000.6000.000.000.0000	BUDGET LINE	\$30,000.00	\$500.00	\$500.00	\$29,500.00	\$24,015.13	\$5,484.87	18.28%
	FUND: UNEMPLOYMENT INSURANCE - 575	\$30,000.00	\$500.00	\$500.00	\$29,500.00	\$24,015.13	\$5,484.87	18.28%

# Osborn School District

## Board Rev & Expense Report

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  Print accounts with zero balance   
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Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
585.000.0000.6000.000.000.0000	BUDGET LINE	\$7,500.00	\$0.00	\$0.00	\$7,500.00	\$0.00	\$7,500.00	100.00%
	FUND: INSURANCE REFUND - 585	\$7,500.00	\$0.00	\$0.00	\$7,500.00	\$0.00	\$7,500.00	100.00%
610.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$51,415.87)	(\$905,943.61)	\$905,943.61	\$0.00	\$905,943.61	0.00%
610.000.0000.2000.000.000.0000	Undesignated	\$0.00	\$0.00	\$8.30	(\$8.30)	\$0.00	(\$8.30)	0.00%
610.000.0000.6000.000.000.0000	BUDGET LINE	\$6,730,815.00	\$66,299.13	\$1,296,619.99	\$5,434,195.01	\$93,963.48	\$5,340,231.53	79.34%
	FUND: UNRESTRICT CAPITAL OUTLAY - 610	\$6,730,815.00	\$14,883.26	\$390,684.68	\$6,340,130.32	\$93,963.48	\$6,246,166.84	92.80%
630.000.0000.5000.000.000.0000	REVENUE FROM OTHER SOURCES	\$0.00	\$0.00	(\$39,961,650.00)	\$39,961,650.00	\$0.00	\$39,961,650.00	0.00%
630.000.0000.6000.000.000.0000	BUDGET LINE	\$24,600,000.00	\$2,894,804.82	\$7,040,606.54	\$17,559,393.46	\$15,225,132.01	\$2,334,261.45	9.49%
	FUND: BOND BUILDING - 630	\$24,600,000.00	\$2,894,804.82	(\$32,921,043.46)	\$57,521,043.46	\$15,225,132.01	\$42,295,911.45	171.93%
665.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$922.84)	\$922.84	\$0.00	\$922.84	0.00%
665.000.0000.6000.000.000.0000	BUDGET LINE	\$70,000.00	\$0.00	\$0.00	\$70,000.00	\$0.00	\$70,000.00	100.00%
	FUND: ENERGY & WATER SAVINGS - 665	\$70,000.00	\$0.00	(\$922.84)	\$70,922.84	\$0.00	\$70,922.84	101.32%
691.000.0000.3000.000.000.0000	REVENUE FROM STATE SOURCES	\$0.00	(\$19,897.05)	(\$89,861.05)	\$89,861.05	\$0.00	\$89,861.05	0.00%
691.000.0000.6000.000.000.0000	BUDGET LINE	\$69,964.00	\$0.00	\$69,964.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: SFB BUILDING RENEWAL - 691	\$69,964.00	(\$19,897.05)	(\$19,897.05)	\$89,861.05	\$0.00	\$89,861.05	128.44%
700.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$1,430,055.69	(\$3,285,303.46)	\$3,285,303.46	\$0.00	\$3,285,303.46	0.00%
700.000.0000.5000.000.000.0000	REVENUE FROM OTHER SOURCES	\$0.00	\$0.00	\$1,000.00	(\$1,000.00)	\$0.00	(\$1,000.00)	0.00%
700.000.0000.6000.000.000.0000	BUDGET LINE	\$8,174,150.00	\$0.00	\$0.00	\$8,174,150.00	\$0.00	\$8,174,150.00	100.00%
	FUND: DEBT SERVICE - 700	\$8,174,150.00	\$1,430,055.69	(\$3,284,303.46)	\$11,458,453.46	\$0.00	\$11,458,453.46	140.18%
850.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	\$0.00	(\$9,092.20)	\$9,092.20	\$0.00	\$9,092.20	0.00%
850.000.0000.6000.000.000.0000	BUDGET LINE	\$40,000.00	\$1,864.56	\$2,065.02	\$37,934.98	\$159.51	\$37,775.47	94.44%
	FUND: STUDENT ACTIVITIES - 850	\$40,000.00	\$1,864.56	(\$7,027.18)	\$47,027.18	\$159.51	\$46,867.67	117.17%
855.000.0000.1000.000.000.0000	DO NOT USE	\$0.00	(\$217,719.15)	(\$1,002,188.50)	\$1,002,188.50	\$0.00	\$1,002,188.50	0.00%
855.000.0000.6000.000.000.0000	BUDGET LINE	\$2,750,000.00	\$263,337.76	\$1,652,453.63	\$1,097,546.37	\$1,062,483.79	\$35,062.58	1.28%
	FUND: EMPL INSUR PGM WITHHOLDNG - 855	\$2,750,000.00	\$45,618.61	\$650,265.13	\$2,099,734.87	\$1,062,483.79	\$1,037,251.08	37.72%
950.000.0000.6000.000.000.0000	BUDGET LINE	\$0.00	\$359.56	\$2,159.25	(\$2,159.25)	\$5,997.15	(\$8,156.40)	0.00%
	FUND: Transportation Service Fund - 950	\$0.00	\$359.56	\$2,159.25	(\$2,159.25)	\$5,997.15	(\$8,156.40)	0.00%
<b>Grand Total:</b>		\$88,758,412.75	\$3,584,009.84	(\$35,935,470.42)	\$124,693,883.17	\$30,922,485.62	\$93,771,397.55	105.65%

End of Report

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-G**

**Agenda Item**

**Student Activities Statement of Revenue and Expenditures**

For Board:  Action  Discussion  Information

**Background –**

A.R.S. §15-1123.A requires that, “The student activities treasurer or assistant student activities treasurer shall maintain an accurate detailed record of all revenues and expenditures of the student activities fund. The record shall be made in such form as the governing board of the school district prescribes. Copies of the record shall be presented to the governing board of the school district not less than once during each calendar month.”

This agenda item and the attached Student Activities Statement of Revenues and Expenditures shall serve to bring the district up-to-date with the requirements of §15-1123.A. Each month this statement will be presented for the Governing Board’s ratification. This fund is used to account for the funds deposited and expended in connection with the activities of student organizations, clubs, and other similar functions. The school district serves only as a fiduciary custodian for these funds.

**Legal**

A.R.S. §15-1123.A

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board ratify the 2025/26 Statement of Revenues and Expenditures for the Student Activities Fund from January 1 through January 31, 2026.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT No. 8**  
**Statement of Revenues and Expenditures**  
**For Student Activities Fund**  
**Activity from Dec 1, 2025 to Dec 31, 2025**

<u>School</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenditures</u>	<u>Ending Balance</u>
Clarendon	5,093.34			5,093.34
OMS	8,173.63	5,000.00	628.37	12,545.26
Solano	12,680.48	-	5,852.50	6,827.98
Longview	14,878.89		383.69	14,495.20
	<u>\$ 40,826.34</u>	<u>\$ 5,000.00</u>	<u>\$ 6,864.56</u>	<u>38,961.78</u>

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-H**

**Agenda Item**

**Disposal of Equipment**

For Board:  Action       Discussion       Information

**Background –**

See attached

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Recommend approval of disposal of equipment as listed.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT #8**

**REQUEST FOR AUTHORIZATION TO  
DISPOSE OF EQUIPMENT**

SCHOOL District Wide DATE 12-4-24

DEPARTMENT Child Nutrition


**EQUIPMENT:**

ASSET # \_\_\_\_\_

DESCRIPTION See Attached

SERIAL # \_\_\_\_\_

REASON FOR DISPOSITION Broken/Not repairable

SIGNATURE  DATE 12-5-24  
PRINCIPAL/DEPT. HEAD

**MAINTENANCE**

PICKED UP BY \_\_\_\_\_ DATE \_\_\_\_\_

**BUSINESS OFFICE**

DATE ACQUIRED \_\_\_\_\_

RECORDED VALUE \_\_\_\_\_

PRESENT ESTIMATED VALUE \_\_\_\_\_

DATE OF BOARD APPROVAL \_\_\_\_\_

SIGNATURE TO AUTHORIZE DISPOSAL \_\_\_\_\_  
BUSINESS MANAGER

<u>Description</u>	<u>Asset Number</u>	<u>Serial Number</u>
Warming Unit	93012261	JAE-J72941-1717
Warming Unit	93012259	KAE-J73482-154
Milk Cooler	93012934	1-4667911
Milk Cooler	94000420	7235170
Proofing Cabinet	912680	EJD-K7111B
Proofing Cabinet	94000429	10116
Reach in Refrigerator	93012466	1-4100696
Reach in Refrigerator	93012478	1-4100700
Reach in Refrigerator	93012784	6763682

**OSBORN SCHOOL DISTRICT #8**

**REQUEST FOR AUTHORIZATION TO  
DISPOSE OF EQUIPMENT**

SCHOOL Osborn School District DATE 2-4-2026

DEPARTMENT Technology

EQUIPMENT:

ASSET # \_\_\_\_\_

DESCRIPTION \_\_\_\_\_

SERIAL # \_\_\_\_\_

REASON FOR DISPOSITION Broken and outdated equipment

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_  
PRINCIPAL/DEPT. HEAD

MAINTENANCE

PICKED UP BY \_\_\_\_\_ DATE \_\_\_\_\_

BUSINESS OFFICE

DATE ACQUIRED \_\_\_\_\_

RECORDED VALUE \_\_\_\_\_

PRESENT ESTIMATED VALUE \_\_\_\_\_

DATE OF BOARD APPROVAL \_\_\_\_\_

SIGNATURE TO AUTHORIZE DISPOSAL \_\_\_\_\_  
BUSINESS MANAGER

initials:

PF3CXTXG	p204bu2x	P204BBA9	P204BTYY	P204C6HH
PF3HR7HW	P204BTVC	P208f3w6	P204BU7W	P204BTRP
PF3D38LP	P204BTQD	PF3G6VEY	P204BU1S	P207DT3C
PF3CXXTA	PF3G6T54	P204BU3T	P204BTPE	P207DSFD
PF3D41HR	PF3EBJ39	p204c6lr	P204BU9U	P204BQ6Z
PF3DMFMT	P208C8AW	P208F3X7	P204BBJT	P204BU3F
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P208F3TV	P204C6CC	PF3DKNSN	P204BBAT	p204btpj
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P204C62T	p204bba1	P207D8YA	P204C659	
P204BX00	P204BU3S	P204ALB4	P204BU79	
P204BUA7	P204BV6T	P204BU9X	P204BTZP	
P204C665	P204ALKL	P204BTUK	P204BTQZ	
P208CB2J	P204BTSH	P204BU29	P204BU9W	
PF3D6GKX	P204BVPD	P204CLND	P204C6LA	

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-I**

**Agenda Item**

**Approval of out of state travel to the AASBO’s Annual Spring Conference in Laughlin, NV  
from April 1-3, 2026.**

For Board:  Action       Discussion       Information

**Background –**

This year’s conference will be held in Laughlin, NV. The conference is designed for School Business and Operations staff. Breakout sessions in the areas of Accounting, Business Administration, Maintenance & Operations, Payroll/Human Resources, Purchasing, Child Nutrition, Technology, and Transportation are designed to offer up-to-date news and information that is essential to success in the field.

Registration cost is \$345.00 per person. Hotel rooms will be offered at \$46, plus a \$23 resort fee and applicable taxes per night.

**Legal**

**Financial**

Indirect Cost Funds will be utilized for departments PD.

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended the Board approve travel for up to 10 staff from Business Services, Maintenance/Transportation, Technology and Child Nutrition departments to attend the AASBO Annual Spring Conference in April 2026.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-K**

**Agenda Item**

**Approval of Out of State Travel for Felipe Carranza, Amanda Merrill, Amanda Renning and Jeff Martin to travel to New Orleans, Louisiana to attend the NIET National Conference April 1-2, 2026.**

For Board:  Action       Discussion       Information

**Background –**

The NIET National Conference will take place in New Orleans, Louisiana on April 1-2. The conference, which features the theme Generating Excellence in Every School, provides educators, school and district leaders, policymakers and state leaders the opportunity to celebrate and advance best practices in educational excellence. With an emphasis on collaborative, applied learning, this two-day event includes a variety of full-group and breakout sessions for practitioners at all levels.

Amanda Merrill, Master Teacher at Solano Elementary, is able to attend the conference at no cost to the district because she is finishing up her well deserved term as an NIET Fellow. Her colleagues at Solano, Felipe Carranza, principal and Amanda Renning, K-3 Foundational Literacy Coach, are also planning to attend the event. In addition, Mr. Martin, principal of Clarendon, is intending to attend the conference as well.

**Legal**

**Financial**

The cost of registration, travel and lodging for Amanda Merrill is covered by NIET. Mr. Martin will use site based Title funds. Mr. Carranza will use federal TSI funds to cover the cost of registration, travel and lodging for himself and Ms. Renning,

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the out of state travel to the NIET National Conference on April 1-2 in New Orleans, Louisiana for Amanda Merrill, Amanda Renning, Jeff Martin and Felipe Carranza.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-L**

**Agenda Item**

**Sole Source Listing FY26 Revision**

For Board:  Action  Discussion  Information

**Background –**

A contract may be awarded for a material, service or construction item without competition if the governing board determines in writing that there is only one source for the required material, service or construction item. The school district may require the submission of cost or pricing data in connection with an award under this Section. Sole source procurement shall be avoided, except when no reasonable alternative source exists.

**Curriculum products–**

The District is recommending the following list of sole source products/vendors.

**Legal**

R7-2-1053. Sole source procurements

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

The District is recommending the Governing Board approve the sole source products/vendors for the 25/26sy, effective February 17th 2026.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

Product Type	Product Name (Vendor)	Sole Source Letter	Other Notes	Anticipated Total
Online Software	Amplify	7/14/2022	Amplify Sole Source Letter	\$8,700.00
Teacher/Student Support Materials	Father Flanagan's Boys Home/ Boys Town	6/12/2023	Father Flanagan Boys Home	\$25,000.00
Teacher/Student Support Materials	GreatMinds PBC	1/2/2024	GreatMinds Sole Source Letter	\$182,000.00
Online Software	Renaissance	7/30/2024	Renaissance/Illuminate sole source letter	\$70,000.00
Online Software	iStation	1/1/2024	iStation Sole Source Letter	\$20,000.00
Online Software	IXL	6/13/23-Present	IXL Learning Sole Source Letter	\$30,000.00
Online Software	Lexia(lexia Learning Systems)	1/1/2024	Lexia Sole Source Letter	\$90,000.00
Development/ Teacher Support, Student Support Materials	Loving Guidance / Conscious Discipline	3/18/2024	Loving Guidance / Conscious Discipline Sole Source Letter	\$30,000.00
Professional Development /Teacher Support	NIET	4/14/2023-Present	NIET Sole Source Letter	\$82,000.00
Student Support Materials	Scholastic	5/12/2020-Present	Scholastic Sole Source letter	\$30,000.00
Online Software	Second Step	1/4/2023-Present	Second Step Sole Source Letter aka Committee for Children	\$12,000.00
Online Software	ST Math (Mind Research) now Mind Education	6/12/2023-Present	Mind Education Sole Source Letter	\$22,000.00
Teacher/Student Support Materials	Thinking Maps	6/12/2023-Present	Thinking Maps Sole Source Letter	\$30,000.00
Provider of training programs and products	Crisis Prevention Institute	4/23/2024	crisis prevention institute sole source letter	\$18,000.00
Online Software	Pearson(online gifted testing)	7/23/2024	Pearson Training Sole Source letter	\$13,500.00
Teacher/Student Support	SIPPS/ Center For The Collaborative Classroom	7/2/2024	Center For the Collaborative Sole Source Letter	\$10,000.00
Teacher Student Support	STAR	1/8/2024	STAR Autism Support Sole Source Letter	\$10,000.00
online software	Nearpod	1/2/2024	Nearpod Sole Source Letter	\$17,000.00
Student Support Materials	Houghton Mifflin Harcourt	6/21/2023-Present	HMH Sole Source Letter	\$20,000.00
Online software	Kaseya US LLC	8/15/2024	Kaseya Sole Source Letter	\$25,000.00
Online Software	Radio Engineering Industries Inc	4/24/2025	REI Sole Source Letter	\$15,000.00
Professional Development /Teacher Support	Kagan Professional Development	5/22/2025	Kagan Sole Source Letter	\$60,000

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VI-M**

**Agenda Item**

**Approval of Out of State Travel for Marina Wright to travel to Alexandria, VA March 16-27, 2026 to complete her Prepared Montessorian Institute (PMI) Residency.**

For Board:  Action  Discussion  Information

**Background –**

Rosa Marina Wright, Primary Montessori Guide, will be completing her Montessori certification this year. Her training has been online through the Prepared Montessorian Institute (PMI), and one of the final tasks is to complete her Residency at an approved site. The Residency will take place on March 16-27 in Alexandria Virginia.

**Legal**

**Financial**

Lodging– \$2400

Travel–\$675.00

Sub– \$200 x 10 = \$2000.00

**TOTAL: \$5075.00**

All costs will be paid through a combination of Title IV funds, flight credits and M&O

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the out of state travel for Rosa Marina Wright to Alexandria, Virginia on March 16-27 to complete her Montessori Residency.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**  
**February 17, 2026**  
**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number –VII**

**Agenda Item**  
**Board Presentation-**

For Board:     Action                     Discussion                     Information

**Background –**

This is the annual technology update to the Governing Board. Mr. Dana will provide an overview of technology progress, innovations and strategic goals for the upcoming year.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Presentation

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**  
**February 17, 2026**  
**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number –VIII-A**

**Agenda Item**

**Administrative Reports**

For Board:     Action                     Discussion                     Information

**Background –**

Included are administrative reports summarizing past and upcoming events for schools and departments. As determined previously, principals are using their reports for the dual purpose of informing board members and also sending these newsletters home to parents.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

For update and information only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

# Clarendon Board Report

To: Osborn School District Governing Board

Date: 2/6/2026

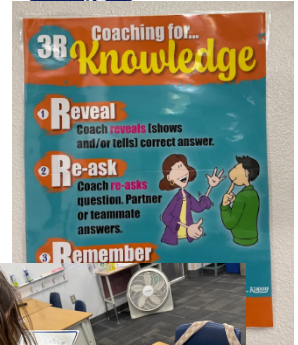
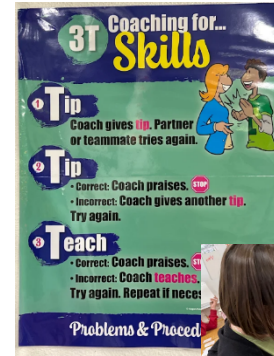
Re: January 2026 Events



## Staff Highlights

### Working Conditions Survey

- Every December and May, our district administers the Working Conditions Survey to both certified and classified staff members at every school site and department.
- Some of the *many* highlights from our Winter surveys included **100% of Clarendon staff agreeing or strongly agreeing** with the following:
  - Teachers are recognized as educational professionals.
  - Teachers receive feedback that can help them improve teaching.
  - Teachers are recognized for accomplishments.
  - Professional development offerings are data-driven.
  - Teacher performance evaluations are fair in my school.



### Kagan Cooperative Learning

- As a part of our district commitment to student discourse, we have had continued professional learning around Kagan Cooperative Learning strategies.
- The last professional learning sessions focused on Coaching for Knowledge and for Skills.
- During the PD, teachers planned a lesson roll-out to model and teach the coaching strategies in using both academic and non-academic content.

## Student Highlights

### 100<sup>th</sup> Day of School

- Our students and staff embraced the theme of "senior citizens" by dressing up in fun, age-inspired outfits!
- We celebrated 100 days of learning with a playful nod to the future, as everyone rocked glasses, walkers, and vintage fashion.



### JA Biztown Interviews

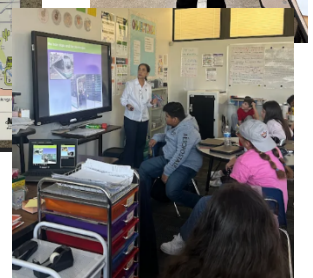
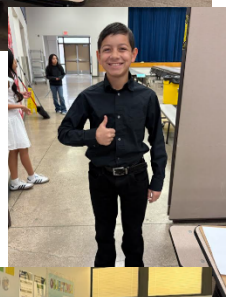
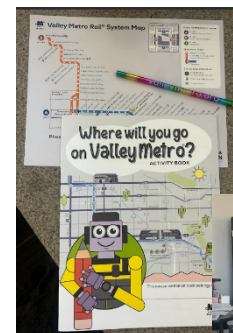
- Every year, 5<sup>th</sup> graders learn about financial literacy, work readiness, and entrepreneurship, culminating in a field trip to JA Biztown, where students run businesses, manage bank accounts, and work in various roles in a simulation of real life.
- In preparation for the trip, students participated in interviews for specific jobs they interviewed for.
- Shout out to our Osborn Governing Board members and staff, as well as our wonderful community members, who conducted the interviews, providing students with this real-life experiential opportunity!



## Partnership Highlight

### Valley Metro Transportation

- In their most recent ELA unit, 4th graders have been learning about green and public transportation.
- Valley Metro visited Clarendon and gave a presentation about how to ride and stay safe on the light rail and buses!



# Encanto Board Report

**To:** Osborn School District Governing Board

**Date:** 02/03/2026

**Re:** February School Highlights



## Staff Highlights

Encanto is happy to announce our February 2026 L.O.V.E. Award Winners representing our Osborn Core Values. These staff members were nominated for their dedication to our Roadrunner community. Congratulations!

**Dachi Regis** is nominated for the core value of **Joy**.

**Cristina Delgado-Beagley** is nominated for the core value of **Relationships**.

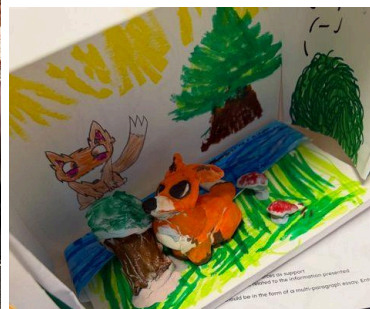
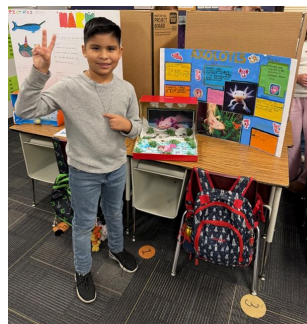
**Julie German** is nominated for the core value of **Equity**.

**Luis Vargas** is nominated for the core value of **Growth**.

**Elisya Holden** is nominated for the core value of **Integrity**.

## Student Highlights

Our 3rd grade students have been engaged in Project-Based Learning experiences that promote student ownership and deeper understanding of content. Through their creative animal projects, students demonstrated pride in their work, responsibility for their learning, and the ability to communicate their knowledge. We were pleased to welcome parents and community members as we celebrated our oldest Roadrunners' efforts and achievements.



## Partnership Highlights

**National School Choice Week-** Increasing student enrollment at Encanto and across Osborn schools remains a key priority. Principal Stefany Sotomayor from Montecito and Encanto's Principal Kim Fernandez represented Osborn at the National School Choice event held at the Children's Museum on Saturday, January 24, 2026. The event provided an opportunity to connect with many prospective families and share information about Osborn schools and programs.



# Longview Board Report

To: Osborn School District Governing Board

Date: 2/3/26

Re: February 2026

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## A Celebration of certified working conditions

### Data Sets:

	District	Longview
<b>Empowerment Scale</b>	80% Average	88% Average
Teachers are centrally involved in decision-making about educational issues.	82%	97%
Teachers are trusted to make sound professional decisions about instruction.	89%	93%
Teachers are recognized as educational professionals.	92%	90%
In this school, we take steps to solve problems collaboratively.	82%	93%
The faculty has an effective process for making group decisions and solving problems.	73%	86%
Site councils provide teachers opportunities to participate in school planning and decision-making.	76%	79%
This school has opportunities for advancement without leaving teaching.	67%	72%
Parents and community members support teachers, contributing in their success with students.	83%	90%

In reflecting on **empowerment** I am excited to celebrate 97% of our certified staff surveyed feel that Longview, as their workplace, is proficient in their “involvement in decision making about educational issues.” On the other hand, in recognizing that we are below the district average in the area identified as “teachers are recognized as educational professionals” I will be sharing this specific area with our leadership team and together we will identify how we can move that 90% up closer to 100%.

	District	Longview
<b>Decision Making Scale</b>	71% Average	72% Average
Teachers participate in the selection of instructional materials and resources.	86%	97%
Teachers participate in developing and refining teaching techniques.	89%	90%
Teachers participate in setting grading and assessment practices.	83%	83%
Teachers participate in determining the focus of in-service professional development programs.	62%	62%
Teachers participate in the hiring of new teachers.	71%	66%
Teachers participate in establishing and implementing school policies and student discipline practices.	66%	69%
Teachers participate in decisions about how the school budget will be spent.	47%	62%
Teachers participate in school improvement planning.	69%	62%
Teachers participate in site council planning and decision-making.	69%	59%

Taking a look at **decision making**, although we are above the district average in 3/9 of the indicators, I recognize that I need to work with my leadership team to identify how I/we can better include teachers in school improvement planning, site council planning and decision making. On the other hand, although the indicator “Teachers participate in the hiring of new teachers” is only at 66% I do know that this is an area I simply need to communicate more effectively that this is occurring as I/we never hire without teachers being on the interview team.

	District	Longview
<b>Leadership Scale</b>	<b>85% Average</b>	<b>91% Average</b>
There is an atmosphere of trust and mutual respect within the school.	85%	90%
Teachers feel comfortable raising issues and concerns that are important to them.	74%	86%
The school leadership communicates clear expectations to students and parents.	81%	93%
All of the faculty are committed to helping every student learn.	92%	93%
The school leadership consistently enforces rules for student conduct.	71%	83%
School leaders effectively communicate policies.	78%	90%
Teachers are held to high professional standards for delivering instruction.	93%	97%
Teacher performance evaluations are fair in my school.	90%	90%
Teachers receive feedback that can help them improve teaching.	92%	97%
Teachers are recognized for accomplishments.	90%	90%

In reflecting on **leadership** I am excited to celebrate 97% of our certified staff surveyed feel that Longview, as their workplace, is proficient in teachers being “held to high professional standards for delivering instruction” **and** “teachers receive feedback that can help them improve teaching.” I am disappointed as the leader that only 83% of our staff feel “The school leadership consistently enforces rules for student conduct.” This will be an additional area of focus with the leadership team as we collaborate to identify how I/we can increase this to closer to 100%.

	District	Longview
<b>Professional Development Scale</b>	<b>83% Average</b>	<b>84% Average</b>
Sufficient resources are available to allow teachers to take advantage of professional development activities.	78%	83%
Professional development provides teachers with the knowledge and skills most needed to teach effectively.	81%	93%
Teachers are provided with opportunities to learn from one another.	83%	79%
Adequate time is provided for professional development.	86%	90%
Professional development offerings are data-driven.	86%	79%
Professional development has provided me with tools that I have incorporated into my instructional delivery methods.	87%	86%
I have received follow-up from professional development opportunities that have helped me improve my teaching.	80%	79%
Professional development has proven useful to me in my efforts to improve student achievement.	84%	86%

In reflecting on our **professional development** indicator, there is a lot to celebrate but I also recognize I need to have our leadership team help me to identify how to better communicate: exact data that supports and/or helps determine our professional development focuses (only 79%). Also, I will work with the leadership team to assist me in how to communicate the fact that the times we are bringing back student work to the follow up PD's is exactly us utilizing student work to provide feedback as are the times we do walkthroughs and provide feedback specific to strategies discussed at professional developments (only 79%). Furthermore, I/we need to explicitly identify that when teachers are sharing and comparing strategies, sharing and comparing student work samples, and being asked to lead professional developments, this is us trying to provide opportunities for teachers to learn from one another (only 79%).

Overall, I am excited to celebrate that our site data is aligned with the district data in that both show that an overwhelming majority of our certified employees are more than "satisfied" with the working conditions in our extraordinary school district and our collective efforts to support, empower, and celebrate our certified employees continues to make a profoundly positive difference here in Osborn.

# Montecito Montessori Board Report

**To:** Osborn School District Governing Board

**Date:** Feb 2, 2026



## Community Highlights

Construction update – Drywall in phase one is just about complete! The first photo shows our new corridor which follows along the western edge of the courtyard. The second and third photos provide two perspectives of our new media center space.



## Recruitment fair at Phoenix Children’s Museum

On the evening of Saturday, January 24th, I attended the School Choice recruitment event at the Phoenix Children’s Museum with Principal Fernandez. There were many families that attended with a variety of ages of children. We enjoyed meeting with families to share the amazing opportunities that the district and our schools have to offer.



## Student Highlight

Friday Cosmic Yoga with Elementary – Each Friday morning, our three elementary classrooms go to the gym to practice yoga. This supports our sense of respect for self and others as we consider healthy habits and coming together as a community.



## Staff Spotlight

Ms. Maria Emilia de Carillo Medina learns with our students alongside Ms. Marina in one of our dual language primary classrooms. She is new to Osborn and Montecito this year, and is a great addition to our community! She and Ms. Marina are a great team focused on the children's learning, development and creativity. From a professional standpoint, she is collaborative and kind. She exemplifies relationships and growth each day.



# OMS February Board Report

**To:** Osborn School District Governing Board

**Date:** 2/4/2026

**Re:** January 2026 Events

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## **Staff Highlights**

Mrs. Wharton has done a fantastic job leading our staff professional development sessions this school year. This past Wednesday, we completed a three-week session focused on Kagan Structures. During the session, we reviewed the structures introduced throughout the year, provided teachers with time to plan lessons incorporating these strategies, and analyzed student work to better understand how the structures supported students in meeting lesson objectives.

Looking ahead, our upcoming professional development sessions will include a Wellness Wednesday, preparation for state testing, and sessions focused on preparing for Family/Teacher Conferences.

## **Student Highlights**

On Friday, January 30, 165 students participated in or cheered on their favorite team during the OMS Student vs. Staff Mat Ball Game! Students who had three or fewer tardies to class, three or fewer referrals to the Personal Responsibility Center, no suspensions, and fewer than two absences earned an invitation to the field for the event. In the first matchup, the 7th-grade students defeated the 8th-grade students by a score of 9–5, advancing to the final game against the teachers. The teachers ultimately prevailed with a 2–0 victory. We are proud of how hard our students are working, and it was wonderful to see them enjoying the rewards of their positive choices.



On January 15, the winter sports season came to an end. Our boys' and girls' soccer teams, along with our boys' and girls' basketball teams, worked hard throughout the season and grew stronger as cohesive groups along the way. Our cheer team brought incredible energy to every home basketball game, performing a dance routine at each halftime and helping create an exciting atmosphere for our school community.

We are grateful to our coaches for their leadership and dedication to our student-athletes, and we are incredibly proud of our Firehawks for the positive way they represented themselves and OMS throughout the season.

### **Partnership Highlights**

Heart & Sole, led by Sara Borghaus and Carolina Villacorta, held its first meeting at OMS on Friday, January 23. Heart & Sole's mission is to inspire girls to be joyful, healthy, and confident through a fun, experience-based curriculum that creatively integrates running.

The club will meet every Friday through May and is currently serving 10 students in grades 6–8 from OMS and Clarendon.





# Solano Board Report

**To:** Osborn School District Governing Board

**Date:** 2.6.26

**Re:** February School Events

## Staff Highlights

### Data-Informed Instructional Planning - Emphasizing Continuous Improvement

	25 ASSA	ASSA Goal	STAR FALL	STAR Winter	+/-
ELA	8%	17%	13%	18%	1%
MATH	4%	12%	15%	14%	1%

The data included in this report is used as a key tool for instructional planning and reflection. Grade-level teams meet consistently to review student performance, determine areas of need, and refine classroom strategies. These collaborative data discussions directly inform lesson design, intervention scheduling, and resource allocation. By responding intentionally to current student performance, we are able to make timely adjustments that support improved outcomes for all learners. We have already met and surpassed our end-of-year goal, yet we will not stop here. Our team remains focused on continued progress and higher levels of achievement for all students.

## Student Highlights



We are also excited to highlight our Buddy Readers program, where sixth-grade students partner with third graders to practice reading fluency and comprehension skills. This peer mentoring



initiative not only supports younger students in building confidence and literacy skills, but also provides older students with opportunities to develop leadership, responsibility, and positive relationships across grade levels. The program has become a meaningful way to strengthen our school community while reinforcing the importance of reading growth for all learners.

### **Cafeteria Conversations: Reinforcing Responsibility, Respect, and Kindness**



As part of our efforts to build a positive school culture, Assistant Principal Mr. Witherspoon leads monthly lunchtime conversations with students following our awards assemblies. While students eat in the cafeteria, he engages them in meaningful discussions about what it means to be responsible, respectful, kind, and safe, while celebrating both individual and classroom accomplishments. These conversations provide an opportunity to reinforce schoolwide expectations in a positive and supportive environment. This time is also used to recognize students for outstanding attendance. We are proud to share that 47 students have achieved perfect attendance this year, demonstrating strong commitment and dedication to their learning.

### **Community Highlights**

Our English classes for parents continue to go strong, with consistent participation and positive feedback from families. These classes are helping parents build language skills, confidence, and a greater connection to the school community. In response to growing interest, we are also expanding opportunities by offering Spanish classes for parents who would like to strengthen their literacy and communication skills in their home language. This two-way approach supports family engagement and reinforces our commitment to meeting the diverse needs of our community.



# OSBORN SCHOOL DISTRICT #8

1226 W Osborn Rd Phoenix, AZ 85013

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[www.osbornschools.org](http://www.osbornschools.org)

## February 2026- Human Resources Department Report

### HR Days Success

We are pleased to report that our HR Days at school sites were a tremendous success. As announced in our January report, these collaborative events were held in partnership with Theresa Mazza, our Child Nutrition dietitian, providing staff with comprehensive support across both human resources and nutrition services.

Throughout the initiative, we visited all 6 school sites and were able to directly support a total of 50 staff members. Our team assisted with benefits questions, processed address changes, and provided detailed information about accessing new benefits offerings. The strong participation and positive feedback from staff demonstrate the value of bringing HR services directly to our campuses, making it convenient for employees to get the support they need during their workday.

We are grateful to Theresa Mazza for her collaboration, which enabled us to maximize our reach and provide comprehensive wellness support to our employees.

### Teachers Pension Financial Education Partnership

We are excited to share that we have established a valuable partnership with Teachers Pension to provide on-site financial education to our staff. This collaboration reflects our ongoing commitment to supporting the financial wellness and long-term planning needs of our employees.

To date, Teachers Pension representatives have visited four of our school sites, where they have provided financial education sessions and complimentary lunches to teachers during their visits. These sessions offer valuable resources for retirement planning, pension information, and broader financial literacy topics. The remaining site visits are scheduled for completion in February, ensuring all our staff have access to these important financial planning resources.

This partnership exemplifies our dedication to providing comprehensive wellness support that extends beyond traditional benefits, helping our staff plan for their future with confidence.

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**CLARENDON**  
Elementary School  
4th - 6th Grade  
1225 W Clarendon Rd  
Phoenix, AZ 85013  
(602) 707-2200

**ENCANTO**  
Elementary School  
PreK - 3rd Grade  
1420 W Osborn Rd  
Phoenix, AZ 85013  
(602) 707-2300

**LONGVIEW**  
Elementary School  
PreK - 6th Grade  
1209 E Indian School Rd  
Phoenix, AZ 85014  
(602) 707-2700

**MONTECITO**  
Montessori School  
PreK - 6th Grade  
715 E Montecito Ave  
Phoenix, AZ 85014  
(602) 707-2500

**OSBORN**  
Middle School  
7th - 8th Grade  
1102 W Highland Ave  
Phoenix, AZ 85013  
(602) 707-2400

**SOLANO**  
Elementary School  
PreK - 6th Grade  
1526 W Missouri Ave  
Phoenix, AZ 85015  
(602) 707-2600



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## New Absence Reporting Capability

As requested at the December 2025 meeting by the Osborn Education Association, we are pleased to announce that the new report showing day of the week absences by leave type has been successfully developed and can be expected in future monthly board reports.

This enhanced reporting capability was made possible through excellent collaboration between our HR and Payroll departments. As noted in our January report, our teams worked together to create an accurate query pulling data directly from the Timeclock system, which provides the most reliable and comprehensive absence data available. We extend our sincere thanks to the Payroll team for their support and technical expertise in developing this reporting tool.

When viewing the report, please be advised that it solely reflects absences for substitute eligible employees. Additionally, there will be variance between that report and the Absence Monthly Summary report which reflects absences for which substitutes were requested.

As always, please feel free to reach out if you have any questions or need additional information regarding any of the initiatives outlined in this report.

Sincerely,

*Emerald Woodland Abasumoh*

Director, Human Resources  
Osborn School District

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<b>Focus of Update: 21st Century &amp; After School Programs</b>	
<b>Strategic Plan Connection:</b>	Child & Student Success
<b>Update:</b>	<p>Coordination for the elementary basketball tournament is underway. Solano, Clarendon, and Longview will compete at OMS on February 28th for the 4-6th grade basketball title.</p> <p>The 21st Century winter session will continue through the end of February. Planning and coordination for the Spring session, beginning in March, is already in progress.</p> <p>Longview recently hosted an afterschool program showcase where each club demonstrated the learning the students have achieved. The event was well attended by parents and families. Other afterschool sites will also begin inviting parents to clubs and planning showcases to highlight students' skills developed during afterschool programming.</p>

<b>Focus of Update: Language Acquisition &amp; Bi-Literacy</b>	
<b>Strategic Plan Connection:</b>	Child & Student Success
<b>Update:</b>  ALEXIS	<p><b>English Learners</b> EL Leads, paraprofessionals, and school leadership teams collaborated to finalize AZELLA testing plans, ensuring students are well supported throughout the assessment process. AZELLA testing teams were established across the district, with staff completing both live Osborn training and required online modules to prepare for test administration. EL paraprofessionals completed additional ADE modules on January 5th to serve as school test coordinators. In mid-January, the district received AZELLA testing materials, which were inventoried, organized into school- and grade-level supply bins, and distributed along with testing logs and tickets. Across campuses, students have participated in structured practice aligned to AZELLA item types, building confidence and familiarity in listening, speaking, reading, and writing.</p>



Board Meeting Date: February 17, 2026

Family engagement remained a strong focus. Several schools hosted or finalized plans for EL Family Nights, providing families with AZELLA timelines, individualized student reports, and at-home strategies to support language development. At Longview, the EL team hosted a well-attended Family Night focused on understanding AZELLA scores, navigating test tools, and practicing sample items together, with translation support to ensure accessibility. At Solano, families received individual student reports, participated in a guided overview of the AZELLA process, engaged in a robust Q&A session, and received grade-level book bags to support literacy at home.





Board Meeting Date: February 17, 2026

	<p><b>Spanish Learners</b></p> <p>From across campuses, Dual Language teams gathered for professional development with a continued focus on advancing students toward bilingualism, biliteracy, and grade-level academic achievement. Teachers engaged in data-informed PLCs following mid-year assessments, analyzing Imagine Español, STAR, and other literacy data to identify student strengths, areas for growth, and transferable skills between Spanish and English. This collaborative work supported thoughtful instructional planning, even when English and Spanish data sets are not perfectly aligned.</p>
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Focus of Update: Student Services	
<b>Strategic Plan Connection:</b>	Child & Student Success & Leadership
<p><b>Update:</b></p> <p>SARAH</p>	<p>This month began strong with our Jan. 5th PD and included a follow-up PD for our STRIVE (Autism) programs on 1/14 to help both STRIVE program teachers and paraprofessionals with strategies to set up the specialized classroom for success, track data, and appropriately respond to a student in distress. The PD was given by a BCBA brought in to work with this specific population.</p> <p>Several of our teachers prepared and began assessing students who take the Alt-ELPA, which is the alternate version of the AZELLA for students who qualify for an alternative state assessment and are English Language Learners.</p> <p>This month our District Office has been working on estimating student numbers for next school year to look at program needs for staffing to ensure student needs are met. This includes reviewing new enrollment for 2026/27 as they start to roll in.</p> <p>See our Student Services January 2026 Newsletter!  <a href="https://app.smore.com/n/fdm2x">https://app.smore.com/n/fdm2x</a></p>



Board Meeting Date: February 17, 2026

<b>Focus of Update:</b> Grants Update	
<b>Strategic Plan Connection:</b>	Child & Student Success
<b>Update:</b>	<p>The School Safety Grant opened on Monday, February 2 and the Teaching &amp; Learning team- led by our Grant Specialist Aaron Vogel and supported by the Lead Social Worker Cristina Delgado- worked long hours to complete the requirements for the grant so that we could submit a well written application to maintain our social workers and ideally add a social worker at Montecito. We are pleased to report that the grant was submitted on Thursday, February 5, which puts Osborn in a strong position. We will find out if we were awarded the grant in late May or early June.</p>

<b>Focus of Update:</b> Professional Learning	
<b>Strategic Plan Connection:</b>	Child & Student Success
<b>Update:</b>	<p><b>Master Teacher Learning</b></p> <p>During the January 16 Master Teacher meeting, instructional leaders engaged in a midyear reflection focused on the impact of coaching on student outcomes, with particular emphasis on Winter STAR data, instructional adjustments, and equity-driven supports. Master Teachers shared effective strategies for presenting midyear data to staff, reflected on coaching moves that influenced growth, and identified areas for refinement, including systematic WIN grouping, progress monitoring, and differentiated supports in ELA and math. The team also reviewed Gifted Testing timelines and AZELLA requirements, including reassessment training, EL data use, and intervention planning, while collaborating across sites to align next steps for Quarter 3. Overall, the meeting reinforced data-informed decision making, cross-school learning, and a continued focus on instructional coherence to support student growth moving toward end-of-year goals.</p> <p><b>Principal Learning</b></p> <p>At the January 20 Principal Learning Meeting, principals and</p>



Board Meeting Date: February 17, 2026

	<p>the Teaching &amp; Learning Team focused on strengthening instructional leadership, school safety, and data-informed improvement efforts aligned to district goals. Leaders collaborated with site social workers to reflect on Continuous Improvement Plans and School Safety Program requirements, reviewed updated safety procedures, and identified strengths and areas for growth across campuses. Principals also engaged in a mid-year reflection, analyzing STAR and observation data to tell their Semester 1 progress story and define targeted leadership actions for Quarter 3, with a strong emphasis on K-3 literacy, effective small-group instruction, progress monitoring, and coherent instructional practices. The session concluded with an overview of the Open Enrollment process, key operational updates, and next steps to ensure continued academic growth, student safety, and equitable support across schools</p>
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<b>Focus of Update:</b> Teaching & Learning	
<b>Strategic Plan Connection:</b>	Child & Student Success
<b>Update:</b>	<p>The district continues our comprehensive and inclusive K-6 English Language Arts (ELA) curriculum adoption process designed to ensure alignment with our instructional priorities, student needs, and community values. Our 30-member adoption committee has been meeting regularly to review potential curriculum options. The committee’s work is grounded in a shared commitment to improving literacy outcomes for all students while ensuring instructional coherence, equity, and strong classroom usability.</p> <p>To guide the review process, the district developed a comprehensive evaluation rubric informed by feedback from teachers, administrators, students, and parents. This rubric reflects stakeholder priorities for the next ELA curriculum, including strong foundational skills, authentic and engaging texts, culturally responsive materials, support for diverse learners (including multilingual learners and students with disabilities), alignment to Arizona standards, usability for teachers, and meaningful assessment and progress-monitoring tools. Following each curriculum review, committee members completed the rubric to capture individual impressions, strengths, and concerns, ensuring</p>



Board Meeting Date: February 17, 2026

	<p>that feedback was systematic, transparent, and data-informed.</p> <p>Over the course of four committee meetings, members reviewed four high-quality K-6 ELA programs: Houghton Mifflin Harcourt (HMH), Amplify, American Reading Company (ARC), and Savvas. Each program was examined through presentations, sample materials, and guided discussions using the shared rubric. After thoughtful analysis and collective discussion, the committee narrowed the field to two programs—Amplify and American Reading Company—that most closely align with district priorities and the rubric criteria.</p> <p>The next phase of the adoption process will occur on February 4, when representatives from Amplify and American Reading Company will present to the committee. During this meeting, committee members will engage in a deeper comparison of the two programs, identifying top strengths and key considerations for each, and indicating their preferred option based on the established criteria. This feedback will provide critical insight into instructional alignment, implementation readiness, and long-term sustainability.</p> <p>Following these presentations, the committee will reconvene on February 18 to synthesize feedback and determine next steps in the adoption process.</p>
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TO: Governing Board  
FROM: Sam Garcia  
DATE: Feb. 3th 2026  
RE: MAINTENANCE / TRANSPORTATION UPDATE

Listed below are items that have been attended to during the past month.

**All sites:**

- District Office has 3 open work orders and 8 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Solano**

- Maintenance Department has 26 open work orders and 50 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**OMS**

- Maintenance Department has 8 open work orders and 15 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Clarendon**

- Maintenance Department has 5 open work orders and 11 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Encanto**

- Maintenance Department has 22 open work orders and 27 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Longview**

- Maintenance Department has 11 open work orders and 19 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Montecito**

- Maintenance Department has 6 open work orders and 12 completed for Jan 1st - Jan 31st
- Security alarm service and camera service has occurred after school has finished for the day in order to prevent disruption to the learning day.

**Perfect Attendance - Jan 1st - Jan 31st**

Debbie Murillo , Minerva Norzagaray, Maria Flores, Abril Castrejon, Kurt Collins, Cristina Delgado , Aaron Sanchez, Abril Castrejon, Jose Ramirez, Gigi Dykes, Efrain Gonzalez, Mo Tuttle, Cheryl Gilliland, Annette Martinez, Lina Dagino, Cindy Wessel, Rebecca Flores, Maria Zuniga

Extra Mile recognition:  
Abril Castrejon

Sam Garcia  
Director of Maintenance and Transportation

# Technology Department Report

February 2026 - Jamal Dana

1. **Helpdesk Services:** In January, the Technology Department closed **373** tickets with AVG response time of **0.50 hours** (*department goal is less than 3 hours*) and AVG resolution time to close a ticket is **4.5 hours** (*department goal is less than 8 hours*). In December, we closed **286** service tickets with an average response time **1.03 hours**. We are working hard and quickly to service all staff. Also, we are managing the distribution of our student devices based on needs. The technology department met its monthly goal and quick and reliable services.
2. **Montecito:** I meet weekly with the Montecito bond team, I walk through with FSEC and discuss the proper way of cabling the school. I share my feedback after reviewing and revising our Montecito data, intercom, security, Wi-Fi, audio enhancement and video surveillance cabling locations and other considerations with the district bond committee
3. **Canva application:** We consolidated the Canva application under the Osborn domain. Our users now are under Osborn and administered/regulated by the technology department even if it is a free software.
4. **Microsoft Intune/ Entra:** We are proceeding with implementing the new Microsoft Intune for laptop imaging. With this software we can modify images and push them to laptops. This process usually takes 6 months to do, but with this software it will take a couple of weeks or less. This vendor has done this project for many districts. We are planning to start this spring break.
5. **Phone system:** I gathered a phone committee and invited them to meet to discuss a new phone system and how we can proceed. The process is still in its early stage, but the plan is to get a system in place in the near future.
6. **Student and Staff devices:** We got all 3,000 chrome books ready to be used by students and we got 400 laptops that will be used by staff. All students and staff devices are to be used until school year 2031-2032 and have new replacement during summer 2032.
7. **E-rate Update:** In February we will file for the second year of our Cox five years contract, and we will keep the same bandwidth for next school year. Unless we notice any increase in need for it. In addition, we will file a request for funding to cover the warranty on our critical equipment.
8. **Phishing Awareness:** Our Technology Department phishing campaign has been going on for the last three years now. The number of failing phishing emails has been reduced drastically. We will continue targeting and teaching users how to detect fake emails. **End of Report.**

**OSBORN SCHOOL DISTRICT NO. 8**  
**February 17, 2026**  
**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VIII-B**

**Agenda Item**

**Suspension Report for month of January**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Update and information only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**Suspensions: January 2026**

<b>Date</b>	<b>School</b>	<b>Grade</b>	<b>Violation</b>	<b>Response</b>	<b>Reassigned Days</b>
1/8/2026	Osborn Middle School	8	Aggression	Out-of-School Suspension	2
1/8/2026	Osborn Middle School	8	Aggression	Out-of-School Suspension	1
1/9/2026	Encanto Elementary	3	Aggression	Out-of-School Suspension	1
1/12/2026	Solano Elementary	KG	Aggression	Out-of-School Suspension	1
1/12/2026	Clarendon Elementary	4	Other Violations of School Policies	In-School Suspension	1
1/14/2026	Osborn Middle School	7	Aggression	Out-of-School Suspension	1
1/14/2026	Osborn Middle School	8	Aggression	Out-of-School Suspension	2
1/14/2026	Osborn Middle School	7	Aggression	Out-of-School Suspension	5
1/15/2026	Osborn Middle School	8	Aggression	Out-of-School Suspension	4
1/15/2026	Clarendon Elementary	4	Aggression	Out-of-School Suspension	1
1/15/2026	Osborn Middle School	7	Other Violations of School Policies	Out-of-School Suspension	3
1/16/2026	Osborn Middle School	7	Other Violations of School Policies	In-School Suspension	1
1/16/2026	Longview Elementary	1	Other Violations of School Policies	In-School Suspension	1
1/16/2026	Osborn Middle School	8	Aggression	Out-of-School Suspension	5
1/16/2026	Osborn Middle School	8	Aggression	In-School Suspension	1
1/21/2026	Osborn Middle School	7	Aggression	In-School Suspension	1
1/22/2026	Osborn Middle School	7	Alcohol Tobacco and Other Drugs	Out-of-School Suspension	5
1/26/2026	Osborn Middle School	8	Other Violations of School Policies	In-School Suspension	1
1/26/2026	Montecito Community	1	Harassment, Threat and Intimidation	Out-of-School Suspension	2
1/26/2026	Solano Elementary	3	Aggression	Out-of-School Suspension	2
1/27/2026	Solano Elementary	3	Harassment, Threat and Intimidation	Out-of-School Suspension	1
1/27/2026	Clarendon Elementary	6	Aggression	In-School Suspension	1
1/27/2026	Clarendon Elementary	6	Aggression	In-School Suspension	1
1/27/2026	Osborn Middle School	8	Other Violations of School Policies	Out-of-School Suspension	2
1/28/2026	Osborn Middle School	8	Harassment, Threat and Intimidation	In-School Suspension	1
1/29/2026	Osborn Middle School	7	Other Violations of School Policies	Out-of-School Suspension	1
1/29/2026	Osborn Middle School	8	Alcohol Tobacco and Other Drugs	In-School Suspension	1
1/29/2026	Osborn Middle School	8	Alcohol Tobacco and Other Drugs	In-School Suspension	1
1/29/2026	Osborn Middle School	7	Weapons and Dangerous Items	Out-of-School Suspension	1

1/30/2026	Osborn Middle School	7	Other Violations of School Policies	In-School Suspension	1
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OSBORN SCHOOL DISTRICT NO. 8

February 17, 2026

Board Meeting

The Osborn Community advances the full potential of every child by developing emotional intelligence and academic excellence.

Agenda Item Number – VIII-C

**Agenda Item**

**Student Absence Report for month of January**

For Board:  Action  Discussion  Information

**Background –**

School	January 2025	January 2026
Clarendon	12.23%	10.82%
Encanto	11.10%	11.97%
Longview	9.69%	9.38%
Montecito	6.43%	3.96%
Osborn Middle	12.94%	12.83%
Solano	14.10%	13.37%

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VIII-D**

**Agenda Item**

**Substitute Teacher Report for the month of January**

For Board:     Action             Discussion             Information

**Background –**

See attached..

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

For information only.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F



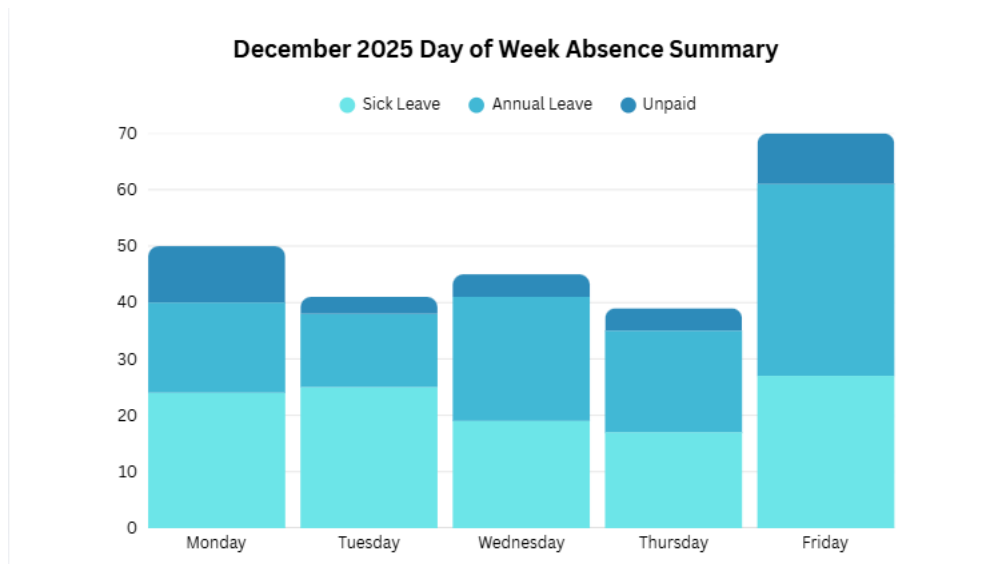
# OSBORN SCHOOL DISTRICT #8

1226 W Osborn Rd Phoenix, AZ 85013

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www.osbornschools.org

Please note that the below chart solely reflects absences recorded in the Timeclock system according to leave type (or if it was an unpaid absence). The below absences are solely for substitute eligible positions. There will be a variance between this report and the Absence Management report because the Absence Management report reflects absences reported in time to request a substitute.



Label	Sick Leave	Annual Leave	Unpaid
Monday	24	16	10
Tuesday	25	13	3
Wednesday	19	22	4
Thursday	17	18	4
Friday	27	34	9

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**MONTECITO**  
Montessori School  
PreK - 6th Grade  
715 E Montecito Ave  
Phoenix, AZ 85014  
(602) 707-2500

**OSBORN**  
Middle School  
7th - 8th Grade  
1102 W Highland Ave  
Phoenix, AZ 85013  
(602) 707-2400

**SOLANO**  
Elementary School  
PreK - 6th Grade  
1526 W Missouri Ave  
Phoenix, AZ 85015  
(602) 707-2600



# OSBORN SCHOOL DISTRICT #8

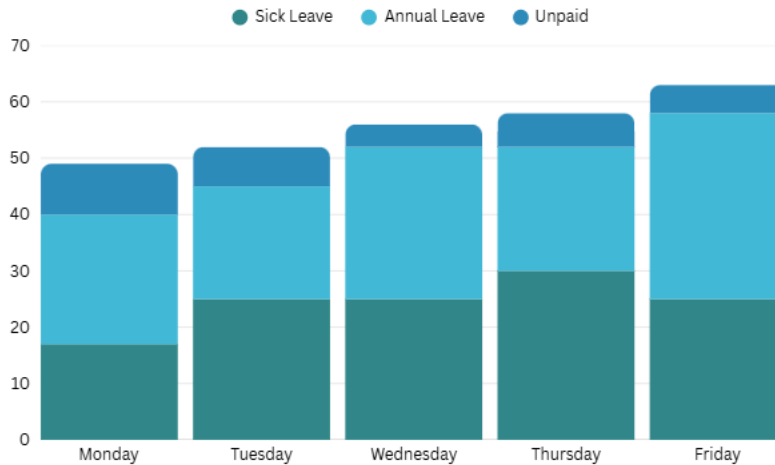
1226 W Osborn Rd Phoenix, AZ 85013

Phone: (602) 707-2000 Fax: (602) 707-2040

www.osbornschools.org

Please note that the below chart solely reflects absences recorded in the Timeclock system according to leave type (or if it was an unpaid absence). The below absences are solely for substitute eligible positions. There will be a variance between this report and the Absence Management report because the Absence Management report reflects absences reported in time to request a substitute.

**January 2026 Day of Week Absence Summary**



Label	Sick Leave	Annual Leave	Unpaid
Monday	17	23	9
Tuesday	25	20	7
Wednesday	25	27	4
Thursday	30	22	6
Friday	25	33	5

**CLARENDON**  
Elementary School  
4th - 6th Grade  
1225 W Clarendon Rd  
Phoenix, AZ 85013  
(602) 707-2200

**ENCANTO**  
Elementary School  
PreK - 3rd Grade  
1420 W Osborn Rd  
Phoenix, AZ 85013  
(602) 707-2300

**LONGVIEW**  
Elementary School  
PreK - 6th Grade  
1209 E Indian School Rd  
Phoenix, AZ 85014  
(602) 707-2700

**MONTECITO**  
Montessori School  
PreK - 6th Grade  
715 E Montecito Ave  
Phoenix, AZ 85014  
(602) 707-2500

**OSBORN**  
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# OSBORN SCHOOL DISTRICT #8

1226 W Osborn Rd Phoenix, AZ 85013

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www.osbornschools.org

## Absences Monthly Summary Overview-January 2026

	<b>6</b> Total Absences: ENC-1 CLA-0 LNV- 1 MCS-0 OMS- 1 SOL- 3	<b>7</b> Total Absences: ENC-1 CLA-0 LNV- 3 MCS-0 OMS- 2 SOL-2	<b>8</b> Total Absences: ENC-3 CLA-1 LNV- 2 MCS-0 OMS- 2 SOL-4	<b>9</b> Total Absences: ENC-3 CLA-2 LNV- 2 MCS-0 OMS- 3 SOL-2
<b>12</b> Total Absences: ENC-3 CLA-0 LNV- 4 MCS-0 OMS- 2 SOL-2	<b>13</b> Total Absences: ENC- 2 CLA-2 LNV- 2 MCS-0 OMS- 2 SOL-4	<b>14</b> Total Absences: ENC-3 CLA-2 LNV- 2 MCS-0 OMS- 1 SOL-3	<b>15</b> Total Absences: ENC-3 CLA-1 LNV- 1 MCS-2 OMS- 3 SOL-3	<b>16</b> Total Absences: ENC-1 CLA-1 LNV- 1 MCS-0 OMS- 1 SOL-3
<b>HOLIDAY</b>	<b>20</b> Total Absences: ENC-1 CLA-0 LNV- 2 MCS-2 OMS- 1 SOL-3	<b>21</b> Total Absences: ENC-1 CLA-2 LNV- 1 MCS-1 OMS- 0 SOL-3	<b>22</b> Total Absences: ENC-1 CLA-1 LNV- 3 MCS-0 OMS- 2 SOL-4	<b>23</b> Total Absences: ENC-3 CLA-1 LNV- 4 MCS-0 OMS- 2 SOL-5
<b>26</b> Total Absences: ENC-5 CLA-0 LNV- 4 MCS-1 OMS- 3 SOL-5	<b>27</b> Total Absences: ENC-2 CLA-0 LNV- 2 MCS-2 OMS- 1 SOL-1	<b>28</b> Total Absences: ENC-4 CLA-1 LNV- 2 MCS-1 OMS- 0 SOL-2	<b>29</b> Total Absences: ENC-5 CLA-1 LNV- 2 MCS-0 OMS- 1 SOL-1	<b>30</b> Total Absences: ENC-8 CLA-5 LNV- 5 MCS-0 OMS- 3 SOL-4

**CLARENDON**  
 Elementary School  
 4th - 6th Grade  
 1225 W Clarendon Rd  
 Phoenix, AZ 85013  
 (602) 707-2200

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 Elementary School  
 PreK - 3rd Grade  
 1420 W Osborn Rd  
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**LONGVIEW**  
 Elementary School  
 PreK - 6th Grade  
 1209 E Indian School Rd  
 Phoenix, AZ 85014  
 (602) 707-2700

**MONTECITO**  
 Community School  
 PreK - 3rd Grade  
 715 E Montecito Ave  
 Phoenix, AZ 85014  
 (602) 707-2500

**OSBORN**  
 Middle School  
 7th-8th Grade  
 1102 W Highland Ave  
 Phoenix, AZ 85013  
 (602) 707-2400

**SOLANO**  
 Elementary School  
 PreK - 6th Grade  
 1526 W Missouri Ave  
 Phoenix, AZ 85015  
 (602) 707-2600

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – VIII-E**

**Agenda Item**

**Enrollment Report**

For Board:     Action                     Discussion                     Information

**Background –**

Below is the Enrollment Report for January 2025 for schools and special education self-contained programs in comparison to 2026.

School	Enrollment Feb. 6, 2025	Enrollment Feb. 9, 2026	Difference
Clarendon	<b>410</b>	<b>374</b>	-36
Encanto	<b>559</b>	<b>495</b>	-64
Longview	<b>441</b>	<b>399</b>	-42
Montecito	<b>80</b>	<b>111</b>	+31
Osborn Middle	<b>398</b>	<b>384</b>	-14
Solano	<b>383</b>	<b>356</b>	-27
Special Ed.*	<b>91</b>	<b>86</b>	-5
Preschool	<b>41</b>	<b>33</b>	-8
SEAS			
<b>Total</b>	<b>2403</b>	<b>2238</b>	-165

**Average Daily Membership**

	2024-25 100 <sup>th</sup> day ADM	2025-26 100 <sup>th</sup> day ADM	Difference
<b>Total</b>	2234.1807	<b>2114.2714</b>	-119.9093

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

For Information

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT  
ENROLLMENT DATA FOR: February 6th, 2026**

ENCANTO		CLARENDON	
<b>Kindergarten</b>		<b>Grade 4</b>	
Davey, Jenny DL	24	Aken, Ann D/L	30
Kleinz, Kelly	23	Bedonie, Brianna	23
Lizarraga, Mackenzie D/L	24	Colledge, Abbey D/L	29
Murray, Nikki	24	Corrales, Lorena D/L	30
Tarazona, Neribeth D/L	25	Evans, Hannah	22
<b>TOTAL KINDERGARTEN</b>	<b>120</b>	<b>TOTAL GRADE 4</b>	<b>134</b>
<b>Grade 1</b>		<b>Grade 5</b>	
Goetter, Ashley D/L	24	Etsitty, Alyscia	27
Guillen, Adriana DL	25	Hernandez, Mayra D/L	21
Klanke, Liana	25	Kahl, Kayce D/L	26
Sanchez, Nayeli D/L	24	Meza, Jorge	25
Sikkema, Kelsey D/L	24	Serrano, Samuel D/L	25
<b>TOTAL GRADE 1</b>	<b>122</b>	<b>TOTAL GRADE 5</b>	<b>124</b>
<b>Grade 2</b>		<b>Grade 6</b>	
Hoffman, Katerina	26	Arebalo, Cynthia	24
Parker, Alex	25	Gonzalez Tena, Stephanie D/L	25
Pavlisick, Kimberly D/L	28	Palache, Hilda	22
Stubbs, Juanita D/L	26	Terriciano, Molly DL	23
Vargas, Luis D/L	23	Villarreal, Frank	22
<b>TOTAL GRADE 2</b>	<b>128</b>	<b>TOTAL GRADE 6</b>	<b>116</b>
<b>Grade 3</b>			
Bejarano, Vanessa D/L	17		
Centeno, Miguel D/L	24		
Chaconn Gabriel	21		
Palma, Vanessa D/L	21		
Whaley, Scott D/L	20		
Wilhelmy, Daniel	22		
		<b>SPED</b>	
		Allen, Amanda	6
<b>TOTAL GRADE 3</b>	<b>125</b>	<b>TOTAL SPED</b>	<b>6</b>
<b>SPED</b>			
Allen, Amanda	3		
Logrono, Renalyn	8		
Regis, Maria	7		
Scilley, Theresa	9		
<b>TOTAL SPED</b>	<b>27</b>		
<b>ENCANTO TOTAL</b>	<b>522</b>	<b>CLARENDON TOTAL</b>	<b>380</b>

**OSBORN SCHOOL DISTRICT  
ENROLLMENT DATA FOR: February 6th, 2026**

LONGVIEW		Montecito (KG-3rd)	
<b>Kindergarten</b>			
Assaf, Yehudy	24	Garcia, Itzel	9
Crompton, Carrie (KG)	25	Morales Ruano, Jess	30
		Obrachta, Tere	6
<b>TOTAL KINDERGARTEN</b>	<b>49</b>	Roberts, Katrina	28
<b>Grade 1</b>		Santillano, Magali	9
Elias Ulloa, Rosaisela D/L	20	Singh, Jill	21
Herrera Silva, Luis	22	Wright, Rosa	8
La O Garcia, Tara	22	<b>TOTAL</b>	<b>111</b>
<b>TOTAL GRADE 1</b>	<b>64</b>		
<b>Grade 2</b>			
Green, Maria D/L	24		
Jorgenson, Julie	21		
<b>TOTAL GRADE 2</b>	<b>45</b>		
<b>Grade 3</b>			
Berkich, Elizabeth	24		
Heiser, Morgan	23		
Sarmiento, Erika D/L	22		
<b>TOTAL GRADE 3</b>	<b>69</b>		
<b>Grade 4</b>			
Hurtado Diaz, Nidia	29		
Villan Morales, Elisa	30		
<b>TOTAL GRADE 4</b>	<b>59</b>		
<b>Grade 5</b>			
Hernandez, Dani D/L	30		
Wright, Sammi	29		
<b>TOTAL GRADE 5</b>	<b>59</b>		
<b>Grade 6</b>			
Butier, Lindsey	28		
Hendricks, Sabrina	26		
<b>TOTAL GRADE 6</b>	<b>54</b>		
<b>Special Needs-Self Contained Cross Cat</b>			
Ellison, Brianne	5		
Gaines, Mark	10		
McHale, Meghan	7	<b>MONTECITO TOTAL</b>	<b>111</b>
Smith M, Angelica	7		
<b>TOTAL SPED</b>	<b>24</b>		
<b>SPED Preschool</b>			
Osborn, Christina	16		
<b>TOTAL PRE-SCHOOL</b>	<b>16</b>		
<b>LONGVIEW TOTAL</b>	<b>439</b>		

**OSBORN SCHOOL DISTRICT**  
**ENROLLMENT DATA FOR: February 6th, 2026**

SOLANO		OMS	
<b>Kindergarten</b>		<b>Grade 7</b>	
Chhim, Soki	22	Adams, Kyle	23
Formanek, John	23	Frederick, Mack	28
Sandoval, Guadalupe	8	Georges, Julia	12
		Gomez, Vincent	22
<b>TOTAL KINDERGARTEN</b>	<b>53</b>	Hess, James	22
<b>Grade 1</b>		Landeira, Richard	25
Dine, Yasmin	23	Linn, RJ	4
Sandoval, Guadalupe	13	Naylor, Danielle	2
Shillito, Alexandra	23	Tikovitsch, Erin	5
		Trainor, Randy	6
<b>TOTAL GRADE 1</b>	<b>59</b>	Urrutia, Beatriz	30
<b>Grade 2</b>		Wharton, Patricia	16
Copelly, Rosalba	25		
Haynes, Kylie	24		
		<b>TOTAL GRADE 7</b>	<b>195</b>
<b>TOTAL GRADE 2</b>	<b>49</b>	<b>Grade 8</b>	
<b>Grade 3</b>		Georges, Julia	24
Callisen, Kristen	26	Gerstner, Doug	26
Thompson Hunter, Angella	26	Guzman, Jose	29
		Kingsland, Mitchell	7
		Lindberg, Karen	21
<b>TOTAL GRADE 3</b>	<b>52</b>	Linn, RJ	23
<b>Grade 4</b>		Naylor, Danielle	19
Campbell, Amelia	26	Quezada, Paula	22
Schrey, Kaitlyn	26	Tikovitsch, Erin	18
<b>TOTAL GRADE 4</b>	<b>52</b>		
<b>Grade 5</b>			
Hasenstab, Stephanie	21	<b>TOTAL GRADE 8</b>	<b>189</b>
Tenijieth, Mia	21	<b>Special Education-Self Contained Cross Cat.</b>	
		Cooper, Cody	7
<b>TOTAL GRADE 5</b>	<b>42</b>	Parker, Sam	5
<b>Grade 6</b>		<b>TOTAL SPECIAL CLASSES</b>	<b>12</b>
Linton Brown, Teola	25		
Perez, Katarina	24		
		<b>OMS TOTAL</b>	<b>396</b>
<b>TOTAL GRADE 6</b>	<b>49</b>		
<b>Special Education-Cross Cat</b>		<b>DISTRICT TOTAL:</b>	<b>2238</b>
Flores, Lysette	9		
Roberts, Mae	8		
<b>TOTAL SPECIAL CLASSES</b>	<b>17</b>		
<b>SPED - PS</b>			
Megia, Michelle	17		
<b>TOTAL PRESCHOOL</b>	<b>17</b>		
<b>SOLANO TOTAL</b>	<b>390</b>		

**OSBORN SCHOOL DISTRICT ENROLLMENT BY MONTH - 2025-2026**

	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May.	Last Day
--	-------	------	------	------	------	------	------	------	------	----------

<b>Encanto</b>										
K	123	122	117	123	120					
1	120	123	123	124	122					
2	140	134	131	130	128					
3	134	136	133	130	125					
Spec. Ed.	29	29	27	26	27					
Pre-Sch.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>TOTAL</b>	<b>546</b>	<b>544</b>	<b>531</b>	<b>533</b>	<b>522</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Clarendon</b>										
4	141	138	139	137	134					
5	130	128	126	125	124					
6	122	120	119	120	116					
Spec. Ed.	6	6	6	6	6					
<b>TOTAL</b>	<b>399</b>	<b>392</b>	<b>390</b>	<b>388</b>	<b>380</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Longview</b>										
K	48	50	49	46	49					
1	70	69	64	65	64					
2	49	49	46	45	45					
3	68	71	68	67	69					
4	63	63	59	60	59					
5	56	58	58	59	59					
6	54	55	54	51	54					
Spec. Ed.	18	20	20	23	24					
Pre-Sch.	13	14	14	14	16					
<b>TOTAL</b>	<b>439</b>	<b>449</b>	<b>432</b>	<b>430</b>	<b>439</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Montecito</b>										
K	31	31	31	31	32					
1	23	24	24	24	24					
2	17	17	17	17	17					
3	17	17	17	17	17					
4	8	8	8	9	9					
5	7	7	7	7	7					
6	5	5	5	5	5					
<b>TOTAL</b>	<b>108</b>	<b>109</b>	<b>109</b>	<b>110</b>	<b>111</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>OMS</b>										
7	196	191	191	194	195					
8	187	188	185	189	189					
Spec. Ed.	12	12	13	12	12					
<b>TOTAL</b>	<b>395</b>	<b>391</b>	<b>389</b>	<b>395</b>	<b>396</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Solano</b>										
K	59	57	57	59	53					
1	64	59	62	59	59					
2	56	54	53	51	49					
3	45	41	45	46	52					
4	53	52	55	52	52					
5	42	39	39	36	42					
6	49	48	47	46	49					
Spec. Ed.	19	19	19	19	17					
Pre-Sch.	11	12	15	16	17					
<b>TOTAL</b>	<b>398</b>	<b>381</b>	<b>392</b>	<b>384</b>	<b>390</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Dist. Totals</b>	<b>2285</b>	<b>2266</b>	<b>2243</b>	<b>2240</b>	<b>2238</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**ENROLLMENT BY GRADE AS OF: February 6th, 2026**

<b>Grade</b>	<b>Encanto</b>	<b>Clarendon</b>	<b>Longview</b>	<b>Montecito</b>	<b>OMS</b>	<b>Solano</b>	<b>TOTAL</b>
<b>K</b>	120		49	32		53	<b>254</b>
<b>1</b>	122		64	24		59	<b>269</b>
<b>2</b>	128		45	17		49	<b>239</b>
<b>3</b>	125		69	17		52	<b>263</b>
<b>4</b>		134	59	9		52	<b>254</b>
<b>5</b>		124	59	7		42	<b>232</b>
<b>6</b>		116	54	5		49	<b>224</b>
<b>7</b>					195		<b>195</b>
<b>8</b>					189		<b>189</b>
<b>SpEd.</b>	27	6	24		12	17	<b>86</b>
<b>Presch.</b>			16			17	<b>33</b>
							<b>0</b>
<b>CURRENT MONTH'S TOTALS</b>	<b>522</b>	<b>380</b>	<b>439</b>	<b>111</b>	<b>396</b>	<b>390</b>	<b>2238</b>
Totals	<b>533</b>	<b>388</b>	<b>416</b>	<b>110</b>	<b>395</b>	<b>384</b>	<b>2240</b>
<b>Change</b>	-11	-8	23	1	1	6	-2

Attendance - Multiple Year Comparison Chart

Attendance - Multiple Year Comparison Chart

Year	Sept. '22	Sept. '23	Sept. '24	Sept. '25	Encanto	Oct. '22	Oct. '23	Oct. '24	Oct. '25	Encanto	Nov'22	Nov '23	Nov '24	Nov. '25	Encanto	Dec '22	Dec '23	Dec. '24	Dec. '25	Encanto	Jan. '23	Jan. '24	Jan. '25	Jan. '26
K	148	138	137	123	K	147	140	140	122	K	144	141	137	117	K	146	137	135	123	K	145	147	137	120
1	161	147	141	120	1	158	145	141	123	1	157	146	141	123	1	156	144	140	124	1	158	143	142	122
2	152	157	148	140	2	155	156	145	134	2	152	155	145	131	2	149	155	144	130	2	150	156	143	128
3	142	148	138	134	3	142	148	142	136	3	143	152	143	133	3	142	149	138	130	3	154	149	137	125
<b>TO</b>	<b>603</b>	<b>590</b>	<b>564</b>	<b>517</b>	<b>TOTAL</b>	<b>602</b>	<b>589</b>	<b>568</b>	<b>515</b>	<b>TOTAL</b>	<b>596</b>	<b>594</b>	<b>566</b>	<b>504</b>	<b>TOTAL</b>	<b>593</b>	<b>585</b>	<b>557</b>	<b>507</b>	<b>TOTAL</b>	<b>607</b>	<b>595</b>	<b>559</b>	<b>495</b>
<b>rendon</b>																								
<b>Clarendon</b>					<b>Clarendon</b>					<b>Clarendon</b>					<b>Clarendon</b>									
4	136	135	146	141	4	136	133	149	138	4	133	134	149	139	4	131	134	147	137	4	134	131	147	134
5	108	136	128	130	5	108	138	130	128	5	108	139	131	126	5	108	136	131	125	5	107	139	130	124
6	120	118	136	122	6	121	118	140	120	6	118	113	135	119	6	119	113	134	120	6	124	114	133	116
<b>TO</b>	<b>364</b>	<b>389</b>	<b>410</b>	<b>393</b>	<b>TOTAL</b>	<b>365</b>	<b>389</b>	<b>419</b>	<b>386</b>	<b>TOTAL</b>	<b>359</b>	<b>386</b>	<b>415</b>	<b>384</b>	<b>TOTAL</b>	<b>358</b>	<b>383</b>	<b>412</b>	<b>382</b>	<b>TOTAL</b>	<b>365</b>	<b>384</b>	<b>410</b>	<b>374</b>
<b>ngview</b>																								
<b>Longview</b>					<b>Longview</b>					<b>Longview</b>					<b>Longview</b>									
K	57	48	72	48	K	58	48	72	50	K	56	45	72	49	K	55	45	70	46	K	56	47	70	49
1	56	69	52	70	1	50	69	53	69	1	48	70	51	64	1	49	70	50	65	1	47	68	52	64
2	63	48	83	49	2	65	47	80	49	2	70	49	77	46	2	69	48	79	45	2	67	49	80	45
3	67	49	61	68	3	64	59	61	71	3	65	57	63	68	3	62	56	63	67	3	63	56	64	69
4	66	65	62	63	4	65	66	62	63	4	63	67	60	59	4	62	66	60	60	4	60	67	58	59
5	73	68	60	56	5	55	69	59	58	5	55	67	56	58	5	54	67	55	59	5	54	65	53	59
6	40	62	63	54	6	64	61	64	55	6	65	62	64	54	6	63	63	64	51	6	65	63	64	54
<b>TO</b>	<b>422</b>	<b>409</b>	<b>453</b>	<b>408</b>	<b>TOTAL</b>	<b>421</b>	<b>419</b>	<b>451</b>	<b>415</b>	<b>TOTAL</b>	<b>422</b>	<b>417</b>	<b>443</b>	<b>398</b>	<b>TOTAL</b>	<b>414</b>	<b>415</b>	<b>441</b>	<b>393</b>	<b>TOTAL</b>	<b>412</b>	<b>415</b>	<b>441</b>	<b>399</b>
<b>montecito</b>																								
<b>Montecito</b>					<b>Montecito</b>					<b>Montecito</b>					<b>Montecito</b>									
K	9	9	31	31	K	15	9	30	31	K	15	9	30	31	K	15	9	31	31	K	13	9	30	32
1	2	13	16	23	1	8	13	13	24	1	8	13	15	24	1	8	13	15	24	1	9	13	15	24
2	1	7	18	17	2	5	7	18	17	2	5	6	18	17	2	5	6	18	17	2	4	6	18	17
3	2	2	6	17	3	2	3	6	117	3	2	3	6	17	3	2	3	6	17	3	2	3	6	17
4	3		6	8	4	3	8	6	8	4	3	7	8	4	3	9	7	9	4	2	0	7	9	
5	1		4	7	5	1	7	4	7	5	1		4	7	5	1	7	4	7	5	1	7	4	7
6	3			5	6	3	5		5	6	3			5	6	3	5		5	6	2	5		5
<b>TO</b>	<b>21</b>	<b>31</b>	<b>81</b>	<b>108</b>	<b>TOTAL</b>	<b>37</b>	<b>52</b>	<b>77</b>	<b>209</b>	<b>TOTAL</b>	<b>37</b>	<b>31</b>	<b>80</b>	<b>109</b>	<b>TOTAL</b>	<b>37</b>	<b>52</b>	<b>81</b>	<b>110</b>	<b>TOTAL</b>	<b>33</b>	<b>43</b>	<b>80</b>	<b>111</b>
<b>OMS</b>																								
<b>OMS</b>					<b>OMS</b>					<b>OMS</b>					<b>OMS</b>									
7	224	220	196	196	7	227	218	195	191	7	224	225	192	191	7	221	185	188	194	7	211	224	187	195
8	252	213	222	187	8	262	214	218	188	8	259	214	219	185	8	255	184	216	189	8	242	223	211	189
<b>TO</b>	<b>476</b>	<b>433</b>	<b>418</b>	<b>383</b>	<b>TOTAL</b>	<b>489</b>	<b>432</b>	<b>413</b>	<b>379</b>	<b>TOTAL</b>	<b>483</b>	<b>439</b>	<b>411</b>	<b>376</b>	<b>TOTAL</b>	<b>476</b>	<b>369</b>	<b>404</b>	<b>383</b>	<b>TOTAL</b>	<b>453</b>	<b>447</b>	<b>398</b>	<b>384</b>
<b>olano</b>																								
<b>Solano</b>					<b>Solano</b>					<b>Solano</b>					<b>Solano</b>									
K	59	66	67	59	K	63	69	65	57	K	64	62	67	57	K	65	60	67	59	K	61	63	68	53
1	61	58	57	64	1	62	59	55	59	1	56	56	55	62	1	56	57	55	59	1	57	55	54	59
2	61	64	60	56	2	61	62	61	54	2	63	59	58	53	2	62	59	58	51	2	62	57	54	49
3	67	50	61	45	3	67	51	57	41	3	65	53	57	45	3	65	50	57	46	3	59	51	56	52
4	49	51	57	53	4	51	53	55	52	4	54	58	54	55	4	54	56	54	52	4	50	56	49	52
5	50	41	50	42	5	52	39	54	39	5	53	42	54	39	5	52	39	54	36	5	47	37	53	42
6	50	48	52	49	6	48	48	55	48	6	50	48	55	47	6	48	47	55	46	6	48	43	49	49
<b>TO</b>	<b>397</b>	<b>378</b>	<b>404</b>	<b>368</b>	<b>TOTAL</b>	<b>404</b>	<b>381</b>	<b>402</b>	<b>350</b>	<b>TOTAL</b>	<b>405</b>	<b>378</b>	<b>400</b>	<b>358</b>	<b>TOTAL</b>	<b>402</b>	<b>368</b>	<b>400</b>	<b>349</b>	<b>TOTAL</b>	<b>384</b>	<b>362</b>	<b>383</b>	<b>356</b>
<b>school</b>																								
<b>iSchool</b>					<b>iSchool</b>					<b>iSchool</b>					<b>iSchool</b>									
K	0				0					0					0					0				
1	5				5					5					1	6				1	7			
2	8				8					7					2	6				2	7			
3	10				11					11					3	10				3	11			
4	9				9					10					4	11				4	10			
5	18				17					18					5	18				5	18			
6	14				13					13					6	13				6	13			
<b>Tot</b>	<b>64</b>				<b>63</b>					<b>64</b>					<b>64</b>					<b>TOTAL</b>	<b>66</b>			
<b>SEAS</b>																								
<b>SEAS</b>					<b>SEAS</b>					<b>SEAS</b>					<b>SEAS</b>									
e-S	20	20	23	24	Pre-Sch.	21	23	28	26	Pre-Sch.	24	29	29	29	Pre-Sch.	24	32	35	30	Pre-Sch.	25	36	41	33
ec.	58	58	68	84	Spec. Ed.	53	66	86	86	Spec. Ed.	68	70	85	85	Spec. Ed.	68	73	87	86	Spec. Ed.	64	69	91	86
<b>Dis</b>	<b>2425</b>	<b>2308</b>	<b>2421</b>	<b>2285</b>	<b>Dist.Totals</b>	<b>2455</b>	<b>2358</b>	<b>2449</b>	<b>2366</b>	<b>Dist.Totals</b>	<b>2458</b>	<b>2349</b>	<b>2429</b>	<b>2243</b>	<b>Dist.Totals</b>	<b>2436</b>	<b>2284</b>	<b>2417</b>	<b>2240</b>	<b>Dist.Totals</b>	<b>2409</b>	<b>2359</b>	<b>2403</b>	<b>2238</b>
	-137	-117	113	-138		-66	-117	101	-83		-98	-109	86	-186		-121	-173	-143	-177		-147	-62	+52	-165



**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – IX-A**

**Agenda Item**

**Working Conditions Survey Update**

For Board:     Action             Discussion             Information

**Background –**

Dr. Robert will provide information about the Winter 2025-2026 districtwide Working Conditions Survey.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**  
**February 17, 2026**  
**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – IX-B**

**Agenda Item**  
**OEA Update**

For Board:     Action             Discussion             Information

**Background –**

The Osborn Education Association (OEA) will provide a general update to the Governing Board, which will include the current Advocacy Log number as well as an update on the most recent OEA meeting, including the location, key topics of discussion, and any special guests. In addition, we will share general staff feedback collected through monthly Hot Topic Surveys, provide an update on the status of Meet & Confer, and present questions or feedback generated from our review of the current Board Packet.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – X-A**

**Agenda Item**

**Recommendation to Approve Contract Language and Issue 2026-27 Certified Teacher Contracts**

For Board:  Action       Discussion       Information

**Background –**

Administration is recommending issuing Certified Teacher contracts at current salary amounts on March 16, 2026. The Budget Committee will be meeting to discuss salary and expenditure recommendations for FY27 while we await the final FY27 funding levels from the State Legislature.

If final FY27 state funding levels allow for salary increases, those recommendations will be brought to the board for authorization and contract amendment letters will be issued to staff. Administration is seeking Board approval to proceed so that contracts can be issued early in order to increase retention and recruitment efforts.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve issuing 2026-27sy Certified Teacher contracts.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

M&O\*: \$«FY27\_MO»  
P301\*: \$«FY27\_P301»  
Performance Pay Enhancement: \$«Performance\_Pay\_enhancement»  
Longevity: \$«FY27\_Longevity»  
Endorsements/AEPA: \$«FY27\_Endors»  
Total Contract: \$«FY27\_Rounded\_Total»  
Grandfathered YRS of SVC Included in Total:  
\*or Equivalent Funding

NAME: «Last\_Name\_First\_Name»  
FTE: «FTE».00  
STEP LESS: «Grade»/«Level»

ENDORSEMENTS/AEPA:  
«Endorsments»

DATE ISSUED: \_\_\_\_\_, 2026

DATE RETURNED TO D.O. /INITIALS

## OSBORN SCHOOL DISTRICT #8 TEACHER'S EMPLOYMENT CONTRACT

This contract is entered into by Osborn Elementary School District No. 8 ("District") and «Last\_Name\_First\_Name» ("Teacher").

1. District agrees to employ Teacher for «Days» days during fiscal year 2026-2027, commencing on «StartDate» and ending on «EndDate». The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Teacher.
2. Teacher's employment is conditioned upon the possession at all times of a valid Arizona teacher's certificate for the position being offered and upon the satisfactory completion of any and all background checks and fingerprint clearances that may be required. Teacher agrees to be appropriately certified in all assigned core academic subjects or as otherwise required by law and to hold all requisite endorsements by the commencement date of this contract. Teacher understands and agrees that Teacher is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Teacher for work performed during such period and District may deduct any of that paid to Teacher attributable to such period from any other monies owed to Teacher by District. In the sole discretion of the District, Teacher may be paid at a substitute teacher rate for the maximum number of days as permitted by law.
3. District agrees to pay Teacher a salary of \$«FY27\_Rounded\_Total» for the 2026-2027 school year. In the event there is a difference between the salary amount stated here and the amount in the District salary schedule, the salary schedule shall govern. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's Performance Pay Plan, subject to any reduction in Classroom Site Funding as described in paragraph 5 below. The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's Performance Pay Plan. Teacher shall also receive such fringe benefits as the Governing Board approves for this fiscal year. If eligible, Teacher shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.
4. Pursuant to A.R.S. § 15-977 and provisions of the Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.
5. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified in paragraph 3 above may be reduced by an amount not to exceed ten percent (10%) of Teacher's salary if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) that the District anticipates receiving for use in the 2026-2027 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.
6. District reserves the right, as part of a salary reduction to decrease Teacher's salary by furloughing Teacher for up to thirteen (13) days. Teacher will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Teacher may not use paid sick leave or other paid leave time on such furlough days.
7. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Teacher's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Teacher's base salary or may make a one-time allocation of funds to Teacher in an amount as determined by the Board to supplement Teacher's base salary during the fiscal year. The one-time payment may be paid to Teacher in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Teacher must be currently employed by the District, at the time of Governing Board approval, to receive any increase.
8. If the District is the recipient of results-based funding pursuant to A.R.S. § 15-249.08, the District may distribute additional pay to Teacher in compliance with that statute and as determined by the Governing Board, in its discretion.
9. This contract is conditioned upon the school or other work location to which Teacher is assigned remaining open and in full operation for the entire term of the contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there may be a pro rata reduction of compensation under this contract

corresponding to the portion of the contract term that suspended or reduced school district operations requiring suspension or reduction of the services of the Teacher.

10. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

11. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1858.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in immediate dismissal.

12. Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss a Teacher who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less that without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Teacher.

13. Teacher agrees to teach such grade(s), or subjects as the Teacher may be assigned to teach, and to perform such other duties as may be assigned. Teacher agrees to abide by and be subject to the District's policies, regulations and rules as are in effect or may be amended during the term of this contract.

14. Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-537. The parties acknowledge and agree that the District's evaluation system may be amended from time to time during the term of this contract.

15. Pursuant to A.R.S. § 15-545, any Teacher resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Teacher recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the teacher fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if the employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Teacher after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Teacher shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

16. If Teacher participates in District's classroom-based preparation program approved by the State Board of Education under A.R.S. 15-553, Teacher agrees to complete assigned work and attend training sessions in order to remain in good standing in the District's classroom-based preparation program. Teacher's failure to maintain good standing in District's classroom-based preparation program constitutes breach of contract by the Teacher subject to discipline as provided by District policy.

17. Should Teacher believe there is a mistake in Teacher's salary resulting in Teacher receiving less than what Teacher would be entitled under the salary schedule, the Teacher shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Teacher does not notify district within these thirty (30) days, Teacher waives right to additional amounts under current contract. If the Teacher has received more money than the Teacher is entitled for work performed, the Teacher shall, at the District's option (a) immediately repay any amount erroneously paid to the Teacher or (b) allow the District to reduce future payments to the Teacher to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.

18. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

19. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

20. The entire agreement between the parties shall consist of this contract, District's salary schedule, the District's performance pay plan, approved supplemental pay and such fringe benefits as the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.

21. If Teacher has retired with the Arizona State Retirement System and returned to work, teacher's employment is not subject to annual renewal and other provisions of Title 15 as specified in A.R.S. § 38-766.01. Teacher shall not accrue credited service, retirement benefits or long term disability program benefits under either state law or by District policy.

22. This contract must be received by the District Office Human Resources Department within fifteen (15) business days from the date of Teacher's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in Teacher's school-provided mailbox, including electronic mail, or two (2) days after being placed in a United States Postal Service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the fifteen (15) business days, under accordance with the provisions of A.R.S. §15-536 and/or A.R.S. §15-538.01, this contract shall be null and void.

23. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Teacher agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

24. **Payroll Payment Election:** Teachers who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection. ***If Teacher fails to return this election before Teacher begins work for the school year, the District will not annualize Teacher's compensation. Pay option may not be changed during the term of this contract.***

**Failure to make this election before work begins for the school year, will result in payment election defaulting to Option B.**

Please *initial* your election:

\_\_\_\_\_ OPTION A: 1/26<sup>th</sup> of annual salary biweekly throughout the school year with balance paid in one lump sum at the end of the contract.

\_\_\_\_\_ OPTION B: 1/21<sup>st</sup> of annual salary biweekly throughout the school year for all contract days.

By signing this contract, Teacher acknowledges reading this contract and specifically agrees to comply with all terms in the contract.

**TEACHER'S SIGNATURE**

\_\_\_\_\_

**DATE** \_\_\_\_\_

**GOVERNING BOARD SIGNATURES**

**DATE** \_\_\_\_\_

\_\_\_\_\_ Board President

\_\_\_\_\_ Member

\_\_\_\_\_ Member

M&O\*: \$«FY27\_MO»  
P301\*: \$«FY27\_P301»  
Performance Pay Enhancement:  
\$«Performance\_Pay\_enhancement»  
Longevity: \$«FY27\_Longevity»  
Endorsements/AEPA: \$«FY27\_Endors»  
Total Contract: \$«FY27\_Rounded\_Total»  
Grandfathered YRS of SVC Included in Total:  
\*or Equivalent Funding

NAME: «Last\_Name\_First\_Name»  
FTE: «FTE».00  
STEP LESS: «Grade»/«Level»

ENDORSEMENTS/AEPA:  
«Endorsments»

DATE ISSUED: \_\_\_\_\_, 2026

DATE RETURNED TO D.O. /INITIALS

## OSBORN SCHOOL DISTRICT #8 TEACHER'S EMPLOYMENT CONTRACT

This contract is entered into by Osborn Elementary School District No. 8 ("District") and «Last\_Name\_First\_Name» ("Teacher").

1. District agrees to employ Teacher for «Days» days during fiscal year 2026-2027, commencing on «StartDate» and ending on «EndDate». The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Teacher.
2. Teacher's employment is conditioned upon the possession at all times of a valid Arizona teacher's certificate for the position being offered and upon the satisfactory completion of any and all background checks and fingerprint clearances that may be required. Teacher agrees to be appropriately certified in all assigned core academic subjects or as otherwise required by law and to hold all requisite endorsements by the commencement date of this contract. Teacher understands and agrees that Teacher is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Teacher for work performed during such period and District may deduct any of that paid to Teacher attributable to such period from any other monies owed to Teacher by District. In the sole discretion of the District, Teacher may be paid at a substitute teacher rate for the maximum number of days as permitted by law.
3. District agrees to pay Teacher a salary of \$«FY27\_Rounded\_Total» for the 2026-2027 school year. In the event there is a difference between the salary amount stated here and the amount in the District salary schedule, the salary schedule shall govern. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's Performance Pay Plan, subject to any reduction in Classroom Site Funding as described in paragraph 5 below. The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's Performance Pay Plan. Teacher shall also receive such fringe benefits as the Governing Board approves for this fiscal year. If eligible, Teacher shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.
4. Pursuant to A.R.S. § 15-977 and provisions of the Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.
5. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified in paragraph 3 above may be reduced by an amount not to exceed ten percent (10%) of Teacher's salary if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) that the District anticipates receiving for use in the 2026-2027 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.
6. District reserves the right, as part of a salary reduction to decrease Teacher's salary by furloughing Teacher for up to thirteen (13) days. Teacher will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Teacher may not use paid sick leave or other paid leave time on such furlough days.
7. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Teacher's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Teacher's base salary or may make a one-time allocation of funds to Teacher in an amount as determined by the Board to supplement Teacher's base salary during the fiscal year. The one-time payment may be paid to Teacher in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Teacher must be currently employed by the District, at the time of Governing Board approval, to receive any increase.
8. If the District is the recipient of results based funding pursuant to A.R.S. § 15-249.08, the District may distribute additional pay to Teacher in compliance with that statute and as determined by the Governing Board, in its discretion.
9. This contract is conditioned upon the school or other work location to which Teacher is assigned remaining open and in full operation for the entire term of the contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there may be a pro rata reduction of compensation under this contract

corresponding to the portion of the contract term that suspended or reduced school district operations requiring suspension or reduction of the services of the Teacher.

10. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

11. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1858.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in immediate dismissal.

12. Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss a Teacher who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less that without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Teacher.

13. Teacher agrees to teach such grade(s), or subjects as the Teacher may be assigned to teach, and to perform such other duties as may be assigned. Teacher agrees to abide by and be subject to the District's policies, regulations and rules as are in effect or may be amended during the term of this contract.

14. Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-537. The parties acknowledge and agree that the District's evaluation system may be amended from time to time during the term of this contract.

15. Pursuant to A.R.S. § 15-545, any Teacher resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Teacher recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the teacher fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if the employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Teacher after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Teacher shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

16. If Teacher participates in District's classroom-based preparation program approved by the State Board of Education under A.R.S. 15-553, Teacher agrees to complete assigned work and attend training sessions in order to remain in good standing in the District's classroom-based preparation program. Teacher's failure to maintain good standing in District's classroom-based preparation program constitutes breach of contract by the Teacher subject to discipline as provided by District policy.

17. Should Teacher believe there is a mistake in Teacher's salary resulting in Teacher receiving less than what Teacher would be entitled under the salary schedule, the Teacher shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Teacher does not notify district within these thirty (30) days, Teacher waives right to additional amounts under current contract. If the Teacher has received more money than the Teacher is entitled for work performed, the Teacher shall, at the District's option (a) immediately repay any amount erroneously paid to the Teacher or (b) allow the District to reduce future payments to the Teacher to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.

18. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

19. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

20. The entire agreement between the parties shall consist of this contract, District's salary schedule, the District's performance pay plan, approved supplemental pay and such fringe benefits as the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.

21. If Teacher has retired with the Arizona State Retirement System and returned to work, teacher's employment is not subject to annual renewal and other provisions of Title 15 as specified in A.R.S. § 38-766.01. Teacher shall not accrue credited service, retirement benefits or long term disability program benefits under either state law or by District policy.

22. This contract must be received by the District Office Human Resources Department within fifteen (15) business days from the date of Teacher's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in Teacher's school-provided mailbox, including electronic mail, or two (2) days after being placed in a United States Postal Service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the fifteen (15) business days, under accordance with the provisions of A.R.S. §15-536 and/or A.R.S. §15-538.01, this contract shall be null and void.

23. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Teacher agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

24. **Payroll Payment Election:** Teachers who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection. ***If Teacher fails to return this election before Teacher begins work for the school year, the District will not annualize Teacher's compensation. Pay option may not be changed during the term of this contract.***

**Failure to make this election before work begins for the school year, will result in payment election defaulting to Option B.**

Please *initial* your election:

\_\_\_\_\_ OPTION A: 1/26<sup>th</sup> of annual salary biweekly throughout the school year with balance paid in one lump sum at the end of the contract.

\_\_\_\_\_ OPTION B: 1/21<sup>st</sup> of annual salary biweekly throughout the school year for all contract days.

By signing this contract, Teacher acknowledges reading this contract and specifically agrees to comply with all terms in the contract.

**TEACHER'S SIGNATURE**

\_\_\_\_\_

**DATE** \_\_\_\_\_

**GOVERNING BOARD SIGNATURES**

**DATE** \_\_\_\_\_

\_\_\_\_\_ Board President

\_\_\_\_\_ Member

\_\_\_\_\_ Member

M&O\*: \$«FY27\_MO»  
P301\*: \$ «FY27\_P301»  
Performance Pay Enhancement: \$«Performance\_Pay\_enhancement»  
Longevity: \$«FY27\_Longevity»  
Endorsements/AEPA: \$«FY27\_Endors»  
Total Contract: \$«FY27\_Rounded\_Total»  
Grandfathered YRS of SVC Included in Total:  
\*or Equivalent Funding

NAME: «Last\_Name\_First\_Name»  
FTE: «FTE»  
STEP LESS: «Grade»/«Level»  
ENDORSEMENTS/AEPA:  
«Endorsments»  
DATE ISSUED: \_\_\_\_\_, 2026

DATE RETURNED TO D.O. /INITIALS

### OSBORN SCHOOL DISTRICT #8 TEACHER'S EMPLOYMENT CONTRACT (Terminating)

This contract is entered into by Osborn Elementary School District No. 8 ("District") and «Last\_Name\_First\_Name» ("Teacher").

1. District agrees to employ Teacher for «Days»\_days during fiscal year 2025-2026, commencing on «StartDate» and ending on «EndDate». The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Teacher.
2. **The term of this contract is for a term that will expire at the end of the 2026-2027 instructional year. The Governing Board hereby provides Teacher with notice of its intention not to renew the teaching contract for the 2027-2028 instructional year pursuant to A.R.S. §15-536. Teacher's acceptance of this contract constitutes acceptance of notice of intention and not to reemploy during the 2027-2028 school year.**
3. Teacher's employment is conditioned upon the possession at all times of a valid Arizona teacher's certificate for the position being offered and upon the satisfactory completion of any and all background checks and fingerprint clearances that may be required. Teacher agrees to be appropriately certified in all assigned core academic subjects or as otherwise required by law and to hold all requisite endorsements by the commencement date of this contract. Teacher understands and agrees that Teacher is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Teacher for work performed during such period and District may deduct any of that paid to Teacher attributable to such period from any other monies owed to Teacher by District. In the sole discretion of the District, Teacher may be paid at a substitute teacher rate for the maximum number of days as permitted by law.
4. District agrees to pay Teacher a salary of \$«FY27\_Rounded\_Total» for the 2026-2027 school year. In the event there is a difference between the salary amount stated here and the amount in the District salary schedule, the salary schedule shall govern. Teacher shall also receive performance pay if Teacher qualifies for such pay in accordance with the District's Performance Pay Plan, subject to any reduction in Classroom Site Funding as described in paragraph 4 below. The amount of performance pay and the method and timing of payment of performance pay shall be as specified in the District's Performance Pay Plan. Teacher shall also receive such fringe benefits as the Governing Board approves for this fiscal year. If eligible, Teacher shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.
5. Pursuant to A.R.S. § 15-977 and provisions of the Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.
6. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified in paragraph 3 above may be reduced by an amount not to exceed ten percent (10%) of Teacher's salary if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2025-2026 fiscal year in the amount initially budgeted for such year; 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) that the District anticipates receiving for use in the 2026-2027 fiscal year. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.
7. District reserves the right, as part of a salary reduction to decrease Teacher's salary by furloughing Teacher for up to thirteen (13) days. Teacher will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Teacher may not use paid sick leave or other paid leave time on such furlough days.
8. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Teacher's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Teacher's base salary or may make a one-time allocation of funds to Teacher in an amount as determined by the Board to supplement Teacher's base salary during the fiscal year. The one-time payment may be paid to Teacher in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Teacher must be currently employed by the District, at the time of Governing Board approval, to receive any increase.
9. If the District is the recipient of results-based funding pursuant to A.R.S. § 15-249.08, the District may distribute additional pay to Teacher in compliance with that statute and as determined by the Governing Board, in its discretion.
10. This contract is conditioned upon the school or other work location to which Teacher is assigned remaining open and in full operation for the entire term of the contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there may be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school district operations requiring suspension or reduction of the services of the Teacher.

11. Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.
12. Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any non-appealable offense listed in A.R.S. § 41-1858.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in immediate dismissal.
13. Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss a Teacher who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less that without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Teacher.
14. Teacher agrees to teach such grade(s), or subjects as the Teacher may be assigned to teach, and to perform such other duties as may be assigned. Teacher agrees to abide by and be subject to the District's policies, regulations and rules as are in effect or may be amended during the term of this contract.
15. Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-537. The parties acknowledge and agree that the District's evaluation system may be amended from time to time during the term of this contract.
16. Pursuant to A.R.S. § 15-545, any Teacher resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Teacher recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the teacher fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if the employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Teacher after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Teacher shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.
17. If Teacher participates in District's classroom-based preparation program approved by the State Board of Education under A.R.S. 15-553, Teacher agrees to complete assigned work and attend training sessions in order to remain in good standing in the District's classroom-based preparation program. Teacher's failure to maintain good standing in District's classroom-based preparation program constitutes breach of contract by the Teacher subject to discipline as provided by District policy.
18. Should Teacher believe there is a mistake in Teacher's salary resulting in Teacher receiving less than what Teacher would be entitled under the salary schedule, the Teacher shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Teacher does not notify district within these thirty (30) days, Teacher waives right to additional amounts under current contract. If the Teacher has received more money than the Teacher is entitled for work performed, the Teacher shall, at the District's option (a) immediately repay any amount erroneously paid to the Teacher or (b) allow the District to reduce future payments to the Teacher to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.
19. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.
20. This contract is subject to cancellation pursuant to A.R.S. § 38-511.
21. The entire agreement between the parties shall consist of this contract, District's salary schedule, the District's performance pay plan, approved supplemental pay and such fringe benefits as the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.
22. If Teacher has retired with the Arizona State Retirement System and returned to work, teacher's employment is not subject to annual renewal and other provisions of Title 15 as specified in A.R.S. § 38-766.01. Teacher shall not accrue credited service, retirement benefits or long term disability program benefits under either state law or by District policy.
23. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Teacher agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.
24. This contract must be received by the District Office Human Resources Department within fifteen (15) business days from the date of Teacher's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in Teacher's school-provided mailbox, including electronic mail, or two (2) days after being placed in a United States Postal Service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the fifteen (15) business days, under accordance with the provisions of A.R.S. §15-536 and/or A.R.S. §15-538.01, this contract shall be null and void.
25. **Payroll Payment Election:** Teachers who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection. ***If Teacher fails to return this election before Teacher begins work for the school year, the District will not annualize Teacher's compensation. Pay option may not be changed during the term of this contract.***

**Failure to make this election before work begins for the school year, will result in payment election defaulting to Option B.**

Please *initial* your election:

\_\_\_\_\_ **OPTION A: 1/26<sup>th</sup> of annual salary biweekly throughout the school year with balance paid in one lump sum at the end of the contract.**

\_\_\_\_\_ **OPTION B: 1/21<sup>st</sup> of annual salary biweekly throughout the school year for all contract days.**

**By signing this contract, Teacher acknowledges reading this contract and specifically agrees to comply with all terms in the contract.**

**TEACHER'S SIGNATURE**

\_\_\_\_\_

**DATE** \_\_\_\_\_

**GOVERNING BOARD SIGNATURES**

**DATE** \_\_\_\_\_

\_\_\_\_\_ Board President

\_\_\_\_\_ Member

\_\_\_\_\_ Member

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – X-B**

**Agenda Item**

**Recommendation to Approve Contract Language for 2026-27 Support Professionals,  
Classified Exempt and Administrator Contracts**

For Board:  Action       Discussion       Information

**Background –**

Administration is recommending approval of the contract language for Support Professional (Therapists, Social Workers, RN), Psychologists, Classified Exempt and Administrators.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the contract language for 2026-27 sy Support Professionals, Psychologists, Classified Exempt and Administrative contracts

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

DATE ISSUED: \_\_\_\_\_, 2026

NAME: «Last\_First\_Name»

FTE: «FTE».00

PLACEMENT/LEVEL: «Initial\_Placement»/«Level»

Longevity: «Longevity»

JOB TITLE: «Primary\_Job\_Title»

TOTAL CONTRACT: \$«NEW\_ROUNDED\_TOTAL»

\_\_\_\_\_  
DATE RETURNED TO D.O. /INITIALS

OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8  
1226 WEST OSBORN ROAD  
PHOENIX, AZ 85013

### CLASSIFIED EXEMPT CONTRACT

This CONTRACT for 2026/2027 is made and entered into, between OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8 of MARICOPA COUNTY, ARIZONA, acting by and through its Governing Board hereinafter referred to as "School District" and «Last\_First\_Name» hereinafter referred to as "Employee".

1. The Employee being duly qualified, hereby agrees for a period of one year commencing July 1, 2026 through June 30, 2027, to devote Employee's full-time attention to duties as assigned and such other duties in the Osborn Elementary School District as the Governing Board or Superintendent of the School District may assign and in accordance with all of the policies, rules, regulations, and standards prescribed with Osborn Elementary School District, by the State Board of Education, or by law, throughout the term of this contract.

2. Employee understands and agrees that Employee is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect as required; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Employee for work performed during such period and District may deduct any of that paid to Employee attributable to such period from any other monies owed to Employee by District.

3. In consideration of said services rendered, it is agreed that the salary for the **2026/2027** fiscal contract year shall be \$«NEW\_ROUNDED\_TOTAL», in addition to any fringe benefits provided by District policy and supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. Employee shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e. part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies. If eligible, Employee shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.

5. The above salary is based on an estimate of available budget funds made prior to finalization of the District's budget for the coming year, under A.R.S. 15-901, et seq. The above salary is subject to the condition that funding to the School District, as provided in the Arizona Revised Statutes or otherwise, is not reduced. In the event that the estimate of funds proves to be too high or funding is reduced and/or not appropriated or available from the State, federal government, or any other source (including but not limited to grant funding), then the Governing Board may, in its discretion, reduce salaries or reduce the number of Employees. Employee's salary is contingent upon final approval of the 2026-2027 budget as required by Arizona Law (ARS 15-905).

6. Employee agrees that any time after the execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; or 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) that, as of May 30, 2026, the District anticipates receiving for use in the 2026-2027 fiscal year. Employee shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

7. District reserves the right, as part of a salary reduction to decrease employee's salary by furloughing Employee for up to thirteen (13) days. Employee will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Employee may not use paid sick leave or other paid leave time on such furlough days.

8. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

9. Any employee resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Employee recognizes that the District will incur expenses securing a replacement and possible costs for a substitute in the event that the Employee does not fulfill his/her obligations under the contract. In the event that the Employee fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, Employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if the Employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Employee after receipt of the resignation or failure to report for duty, and may take action, including filing suit, to collect the liquidated damages. Employee shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

10. If the Employee has retired with the Arizona State Retirement System, Employee acknowledges that the Employee shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 for the period the Employee returns to work.

11. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Employee's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Employee's base salary or may make a one-time allocation of funds to Employee in an amount as determined by the Board to supplement Employee's base salary during the fiscal year. The one-time payment may be paid to Employee or in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Employee must be currently employed by the District, at the time of Governing Board approval, to receive any increase.

12. Should Employee believe there is a mistake in Employee's salary resulting in Employee receiving less than what Employee would be entitled under the salary schedule, the Employee shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Employee does not notify district within these thirty (30) days, Employee waives right to additional amounts under current contract. If the Employee has received more money than the Employee is entitled for work performed, the Employee shall, at the District's option (a) immediately repay any amount erroneously paid to the Employee or (b) allow the District to reduce future payments to the Employee to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.

13. This contract is conditioned upon the school or other work location to which Employee is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school District operations require suspension or reduction of the services of Employee.

14. Employee represents and warrants that he or she has not committed or been convicted of molestation of a child, sexual conduct with a minor, child abuse or any other dangerous crime against children as defined in A.R.S. § 13-604.01 or any offense described in A.R.S. § 15-534(B). This contract of employment shall immediately terminate and Employee shall be dismissed without any right to a hearing if Employee is arrested for or charged with a non-appealable offence listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Employee's supervisor.

15. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

16. The entire agreement between the parties shall consist of this contract, District's salary schedule, the District's performance pay plan, approved supplemental pay and such fringe benefits as the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.

17. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

18. This contract must be received by the District Office Human Resources Department within fifteen (15) calendar days from the date of the employee's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in the employee's school provided mailbox, including electronic mail, or two days after being placed in a United States postal service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within fifteen (15) calendar days, this Contract shall be null and void.

Contract to become effective July 1, 2026 and expires with the end of business on June 30, 2027.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

GOVERNING BOARD SIGNATURES

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

DATE ISSUED: \_\_\_\_\_, 2026

NAME: «Name\_Last\_First»

FTE: «FTE»

GRADE: «Grade»

Longevity: \$«Longevity»

JOB TITLE: «Position»

TOTAL CONTRACT: \$«FY27\_Rounded\_Total»

\_\_\_\_\_  
DATE RETURNED TO D.O. /INITIALS

**OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8  
CONTRACT FOR OTHER PROFESSIONAL SERVICES**

1. This contract made and entered into as of its day of execution hereinafter set forth, between OSBORN ELEMENTARY SCHOOL DISTRICT #8 (Maricopa County, Arizona) acting through its Governing Board (hereinafter referred to as "District") and «Name Last First», hereinafter referred to as "Employee." The employee will devote their full-time attention to the duties of «Position» and such other duties in the Osborn Elementary School District as the Governing Board or Superintendent of the School District may assign and in accordance with all of the policies, rules, regulations, and standards prescribed with the District, by the State Board of Education, or by law, throughout the term of this contract.

2. Employee understands and agrees that Employee is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect as required; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Employee for work performed during such period and District may deduct any of that paid to Employee attributable to such period from any other monies owed to Employee by District.

3. The Employee agrees to perform such duties in the public elementary schools of OSBORN ELEMENTARY SCHOOL DISTRICT #8 as the Governing Board, Superintendent or Principal or School District may assign to said Employee and to abide by all State and Federal Laws, and all policies, rules, regulations and standards of the District and of the Arizona State Board of Education. In consideration of said services rendered, the District agrees to pay the employee «FY27\_Rounded\_Total» for the 2026-2027 school year.

4. Employee shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e. part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies. If eligible, Employee shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.

5. The above salary is based on an estimate of available budget funds made prior to finalization of the District's budget for the coming year, under A.R.S. 15-901, et seq. The above salary is subject to the condition that funding to the School District, as provided in the Arizona Revised Statutes or otherwise, is not reduced. In the event that the estimate of funds proves to be too high or funding is reduced and/or not appropriated or available from the State, federal government, or any other source (including but not limited to grant funding), then the Governing Board may, in its discretion, reduce salaries or reduce the number of Employees. Employee's salary is contingent upon final approval of the 2026-2027 budget as required by Arizona Law (ARS 15-905).

6. Employee agrees that any time after the execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; or 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) the District anticipates receiving for use in the 2026-2027 fiscal year. Employee shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

7. District reserves the right, as part of a salary reduction to decrease employee's salary by furloughing employee for up to thirteen (13) days. Employee will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Employee may not use paid sick leave or other paid leave time on such furlough days.

8. If the District is the recipient of results-based funding pursuant to A.R.S. § 15-249.08 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

9. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

10. This contract is conditioned upon the school or other work location to which Professional is assigned remaining open and in full operation for the entire term of the contract. In the event that, pursuant to court order, lack of appropriated funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there may be

a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school operations requiring suspension or reduction of the services of the Professional.

11. Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss an Employee who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less that without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Employee.

12. If the Employee has retired with the Arizona State Retirement System, Employee acknowledges that the Employee shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 for the period the Employee returns to work.

13. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Employee's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Employee's base salary or may make a one-time allocation of funds to Employee in an amount as determined by the Board to supplement Employee's base salary during the fiscal year. The one-time payment may be paid to Employee in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Employee must be currently employed by the District, at the time of Governing Board approval, to receive any increase.

14. This contract is conditioned upon the school or other work location to which Employee is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school District operations require suspension or reduction of the services of Employee.

15. Employee represents and warrants that he or she has not committed or been convicted of molestation of a child, sexual conduct with a minor, child abuse or any other dangerous crime against children as defined in A.R.S. § 13-604.01 or any offense described in A.R.S. § 15-534(B). This contract of employment shall immediately terminate and Employee shall be dismissed without any right to a hearing if Employee is arrested for or charged with a non-appealable offense listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Employee's supervisor.

16. Pursuant to A.R.S. § 15-545, any Employee resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Employee recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the Employee fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, Employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if Employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Employee after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Employee shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

17. This contract must be received by the District Office Human Resources Department within fifteen (15) calendar days (thirty (30) days for psychologists) from the date of the employee's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in the employee's school provided mailbox, including electronic mail, or two days after being placed in a United States postal service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the fifteen (15) calendar days (or thirty (30) for psychologists), this contract shall be null and void.

18. THE CONTRACT YEAR for said employee shall be in accordance with the official calendar adopted by the Governing Board except that if an emergency requires the closing of school, the period of this contract shall be extended to the number of days necessary to maintain the schools of the District for the number of days set forth in the said calendar, but in no event less than the minimum of days required by law.

19. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

20. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

21. Employees who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection. ***If Employee fails to return this election before Employee begins work for the school year, the District will not annualize Employee's compensation. Pay option may not be changed during the term of this contract.***

**Failure to make this election before work begins for the school year, will result in payment election defaulting to Option B.**

**Please initial your election:**

\_\_\_\_\_ **OPTION A: 1/26<sup>th</sup> of annual salary biweekly throughout the school year with balance paid in one lump sum at the end of the contract.**

\_\_\_\_\_ **OPTION B: 1/21<sup>st</sup> of annual salary biweekly throughout the school year for all contract days.**

Contract to become effective «StartDate» and to expire with the end of business on «EndDate».

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_ Board President

\_\_\_\_\_  
Date

\_\_\_\_\_ Member

\_\_\_\_\_ Member

DATE ISSUED: \_\_\_\_\_, 2026

NAME: «Last\_First\_Name»

FTE: «FTE»

DATE RETURNED TO D.O. /INITIALS

PLACEMENT: «Initial\_Placement»/«Level»

Longevity: \$«Longevity»

JOB TITLE: «Primary\_Job\_Title»

TOTAL CONTRACT: \$«FY27\_Rounded\_Total»

OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8  
1226 WEST OSBORN ROAD  
PHOENIX, AZ 85013

### ADMINISTRATIVE CONTRACT

THIS CONTRACT for 2026/2027 is made and entered into, between OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8 of MARICOPA COUNTY, ARIZONA, acting by and through its Governing Board hereinafter referred to as "School District", and «Last First Name» hereinafter referred to as "Administrator".

1. The Administrator being duly qualified, hereby agrees for a period of one year commencing July 1, 2026 through June 30, 2027 to devote Administrator's full-time attention to the duties of «Primary Job Title» and such other duties in the Osborn Elementary School District as the Governing Board or Superintendent of the School District may assign and in accordance with all of the policies, rules, regulations, and standards prescribed with Osborn Elementary School District, by the State Board of Education, or by law, throughout the term of this contract.

2. Administrator understands and agrees that Administrator is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect as required; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Administrator for work performed during such period and District may deduct any of that paid to Administrator attributable to such period from any other monies owed to Administrator by District.

3. In consideration of said services rendered, it is agreed that the salary for the **2026/2027** fiscal contract year shall be «FY27 Rounded Total» in addition to any fringe benefits provided by District policy and supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff.

4. Administrator shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e. part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies. If eligible, Administrator shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.

5. The above salary is based on an estimate of available budget funds made prior to finalization of the District's budget for the coming year, under A.R.S. 15-901, *et seq.* The above salary is subject to the condition that funding to the School District, as provided in the Arizona Revised Statutes or otherwise, is not reduced. In the event that the estimate of funds proves to be too high or funding is reduced and/or not appropriated or available from the State, federal government, or any other source (including but not limited to grant funding), then the Governing Board may, in its discretion, reduce salaries or reduce the number of administrators. Administrator's salary is contingent upon final approval of the 2026-2027 budget as required by Arizona Law (ARS 15-905).

6. Administrator agrees that any time after the execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; or 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) that, as of May 30, 2026, the District anticipates receiving for use in the 2026-2027 fiscal year. Administrator shall be given not fewer than ten (10) calendar days notice of any reduction in Base Salary that occurs as a result of this paragraph.

7. District reserves the right, as part of a salary reduction to decrease Administrator's salary by furloughing Administrator for up to thirteen (13) days. Administrator will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Administrator may not use paid sick leave or other paid leave time on such furlough days.

8. Any Administrative resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Administrator recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the Administrator does not fulfill his/her obligations under the contract. In the event that the Administrator fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, Administrator agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if the Administrator's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Administrator after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Administrator shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

9. Administrator shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-503. The parties acknowledge and agree that the District's evaluation system and instrument may be amended from time to time during the term of this contract.

10. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

11. If the Administrator has retired with the Arizona State Retirement System, Administrator acknowledges that the Administrator shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 for the period the Administrator returns to work.

12. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Administrator's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Administrator's base salary or may make a one-time allocation of funds to Administrator in an amount as determined by the Board to supplement Administrator's base salary during the fiscal year. The one-time payment may be paid to Administrator in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Administrator must be currently employed by the District, at the time of Governing Board approval, to receive any increase.

13. Should Administrator believe there is a mistake in Administrator's salary resulting in Administrator receiving less than what Administrator would be entitled under the salary schedule, the Administrator shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Administrator does not notify district within these thirty (30) days, Administrator waives right to additional amounts under current contract. If the Administrator has received more money than the Administrator is entitled for work performed, the Administrator shall, at the District's option (a) immediately repay any amount erroneously paid to the Administrator or (b) allow the District to reduce future payments to the Administrator to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.

14. This contract is conditioned upon the school or other work location to which Administrator is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school District operations require suspension or reduction of the services of Administrator.

15. Administrator represents and warrants that he or she has not committed or been convicted of molestation of a child, sexual conduct with a minor, child abuse or any other dangerous crime against children as defined in A.R.S. § 13-604.01 or any offense described in A.R.S. § 15-534(B). This contract of employment shall immediately terminate and Administrator shall be dismissed without any right to a hearing if Administrator is arrested for or charged with a non-appealable offence listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Administrator's supervisor.

16. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

17. The entire agreement between the parties shall consist of this contract, District's salary schedule, the District's performance pay plan, approved supplemental pay and such fringe benefits as the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.

18. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Administrator agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

19. This contract must be received by the District Office Human Resources Department within thirty (30) calendar days from the date of the Administrator's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in the Administrator's school provided mailbox, including electronic mail, or two days after being placed in a United States postal service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the Board or is not returned within the thirty (30) calendar days, this contract shall be null and void.

Contract to become effective **July 1, 2026** and expires with the end of business on **June 30, 2027**.

\_\_\_\_\_  
Administrator Signature

\_\_\_\_\_  
Date

**GOVERNING BOARD SIGNATURES**

\_\_\_\_\_ Board President

\_\_\_\_\_  
Date

\_\_\_\_\_ Member

\_\_\_\_\_ Member

\_\_\_\_\_  
DATE RETURNED TO D.O. /INITIALS

**OSBORN ELEMENTARY SCHOOL DISTRICT NO. 8  
CONTRACT FOR OTHER PROFESSIONAL SERVICES**

1. This contract made and entered into as of its day of execution hereinafter set forth, between OSBORN ELEMENTARY SCHOOL DISTRICT #8 (Maricopa County, Arizona) acting through its Governing Board (hereinafter referred to as "District") and «Name Last First», hereinafter referred to as "Employee". The employee will devote their full-time attention to the duties of «Primary Job Title» and such other duties in the Osborn Elementary School District as the Governing Board or Superintendent of the School District may assign and in accordance with all of the policies, rules, regulations, and standards prescribed with the District, by the State Board of Education, or by law, throughout the term of this contract.

2. Employee understands and agrees that Employee is not entitled to compensation for any period during which such fingerprint clearance, certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect as required; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Employee for work performed during such period and District may deduct any of that paid to Employee attributable to such period from any other monies owed to Employee by District.

3. The Employee agrees to perform such duties in the public elementary schools of OSBORN ELEMENTARY SCHOOL DISTRICT #8 as the Governing Board, Superintendent or Principal or School District may assign to said Employee and to abide by all State and Federal Laws, and all policies, rules, regulations and standards of the District and of the Arizona State Board of Education. In consideration of said services rendered, the District agrees to pay the employee \$«FY27\_Rounded\_Total» for the 2026-2027 school year.

4. Employee shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e. part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies. If eligible, Employee shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.

5. The above salary is based on an estimate of available budget funds made prior to finalization of the District's budget for the coming year, under A.R.S. 15-901, et seq. The above salary is subject to the condition that funding to the School District, as provided in the Arizona Revised Statutes or otherwise, is not reduced. In the event that the estimate of funds proves to be too high or funding is reduced and/or not appropriated or available from the State, federal government, or any other source (including but not limited to grant funding), then the Governing Board may, in its discretion, reduce salaries or reduce the number of Employees. Employee's salary is contingent upon final approval of the 2026-2027 budget as required by Arizona Law (ARS 15-905).

6. Employee agrees that any time after the execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) if any of the following occurs: 1) the District's Base Support Level, Revenue Control Limit, or General Budget Limit authorized for the 2026-2027 fiscal year is less or becomes less than that authorized at the beginning of the 2025-2026 fiscal year; 2) the District fails to receive or be authorized to use funds during the 2026-2027 fiscal year in the amount initially budgeted for such year; or 3) the District does not receive funds or is not authorized to use funds (federal or otherwise) the District anticipates receiving for use in the 2026-2027 fiscal year. Employee shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

7. District reserves the right, as part of a salary reduction to decrease employee's salary by furloughing employee for up to thirteen (13) days. Employee will not be required to perform any duties on any days of furlough and will receive no compensation for such days. Employee may not use paid sick leave or other paid leave time on such furlough days.

8. If the District is the recipient of results based funding pursuant to A.R.S. § 15-249.08 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

9. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

10. This contract is conditioned upon the school or other work location to which Professional is assigned remaining open and in full operation for the entire term of the contract. In the event that, pursuant to court order, lack of appropriated funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there may be

a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school operations requiring suspension or reduction of the services of the Professional.

11. Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss an Employee who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less that without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Employee.

12. If the Employee has retired with the Arizona State Retirement System, Employee acknowledges that the Employee shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 for the period the Employee returns to work.

13. If the Base Support Level funding that is made available to the District by the Legislature's budget for 2026-2027 is more than was assumed in the revenue projection in the preliminary budget; if the District receives additional funds that may be apportioned towards salaries and employee related expenses from whatever source; and/or if through cost savings, the District has more funds than expected in the budget that may be apportioned toward salaries and if the Board, in its sole discretion agrees to allocate such funds towards salaries and employee related expenses, the Board may do so in the following manner: The Board may, in its sole discretion, increase Employee's base salary by an amount as determined by the Board, but not to exceed fifteen percent (15%) of Employee's base salary or may make a one-time allocation of funds to Employee in an amount as determined by the Board to supplement Employee's base salary during the fiscal year. The one-time payment may be paid to Employee in a single payment or in multiple payments at such times as may serve the best financial needs of the District. Employee must be currently employed by the District, at the time of Governing Board approval, to receive any increase.

14. This contract is conditioned upon the school or other work location to which Employee is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced school District operations require suspension or reduction of the services of Employee.

15. Employee represents and warrants that he or she has not committed or been convicted of molestation of a child, sexual conduct with a minor, child abuse or any other dangerous crime against children as defined in A.R.S. § 13-604.01 or any offense described in A.R.S. § 15-534(B). This contract of employment shall immediately terminate and Employee shall be dismissed without any right to a hearing if Employee is arrested for or charged with a non-appealable offense listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Employee's supervisor.

16. Pursuant to A.R.S. § 15-545, any Employee resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Employee recognizes that the District will incur expenses of securing a replacement and possible costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the Employee fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, Employee agrees to pay the District the amount of \$750 if contract is broken between May 1 and June 30; \$1,250 if contract is broken July 1 or after as liquidated damages, and not as a penalty. This payment may be waived if Employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Employee after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Employee shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

17. This contract must be received by the District Office Human Resources Department within fifteen (15) calendar days (thirty (30) days for psychologists) from the date of the employee's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in the employee's school provided mailbox, including electronic mail, or two days after being placed in a United States postal service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the fifteen (15) calendar days (or thirty (30) for psychologists), this contract shall be null and void.

18. THE CONTRACT YEAR for said employee shall be in accordance with the official calendar adopted by the Governing Board except that if an emergency requires the closing of school, the period of this contract shall be extended to the number of days necessary to maintain the schools of the District for the number of days set forth in the said calendar, but in no event less than the minimum of days required by law.

19. This contract shall be governed by the laws of the United States and the State of Arizona, together with District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and Federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

20. This contract is subject to cancellation pursuant to A.R.S. § 38-511.

21. Employees who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection. ***If Employee fails to return this election before Employee begins work for the school year, the District will not annualize Employee's compensation. Pay option may not be changed during the term of this contract.***

**Failure to make this election before work begins for the school year, will result in payment election defaulting to Option B.**

**Please initial your election:**

\_\_\_\_\_ **OPTION A: 1/26<sup>th</sup> of annual salary biweekly throughout the school year with balance paid in one lump sum at the end of the contract.**

\_\_\_\_\_ **OPTION B: 1/21<sup>st</sup> of annual salary biweekly throughout the school year for all contract days.**

Contract to become effective «StartDate» and to expire with the end of business on «EndDate».

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_ Board President

\_\_\_\_\_  
Date

\_\_\_\_\_ Member

\_\_\_\_\_ Member

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – X-C**

**Agenda Item**

**Approval of Procurement for Project Management Services**

For Board:  Action       Discussion       Information

**Background –**

Procurement regulations mandate that School Districts follow certain procedures in regard to purchasing products and/or services in excess of \$100,000. Purchases that exceed this volume must be purchased through a formal bidding process or a cooperative purchasing contract.

The District has reviewed and recommends the use of the following vendors and their associated cooperative contract pricing. The due diligence for these cooperative contracts has been completed by and is on file in Business Services Department.

**Facility Management Group FMG – 1GPA contract # 24-12P**

Capital Project Management – see attached rate sheet.

Not to exceed \$100,000 during the 2025-2026 school year.

**Legal**

**Financial**

Bond funding

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve utilization of the identified co-op contract for Project Management Services to Facility Management Group for the 2025-2026 school year, not to exceed \$100,000.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F



**OSBORN SCHOOL DISTRICT**

**FMG Managed Projects**

**MONTECITO CM@R**

Multi-Phase Project GMP

**CHILD NUTRITION CM@R**

Kitchens

Cafeteria Renovations

Child Nutrition Center

**AUDITORIUM CM@R**

18,000 SF

Soft/FFE

**INSTRUCTIONAL LEARNING SPACES CM@R**

Indoor & Outdoor Learning Spaces

**ROOFING**

Encanto w/Weatherization

Solano Flat Roof Area

Longview Metal Roof

**DISTRICT WIDE**

Lifecycle Projects

Recommission Electrical Gear

Security camera and intercom Improvements

**DISTRICT OFFICE**

Replace R22 Rooftop Units

**OTHER SCHOOL FACILITIES**

LV-Replace Domestic HW Loop

LV-Replace Elevator

Replace R22 Rooftop Units

<b>OSBORN SCHOOL DISTRICT</b>
<b>District Managed Projects</b>
<b>TECHNOLOGY</b>
Districtwide technology updates
Phone system Upgrade DW
Audio video stages/Lobby
<b>DISTRICT OFFICE</b>
Boardroom improvements
Install HVAC at Bus Barn
Fencing / Security at West vehicle entrance
<b>DISTRICTWIDE</b>
Install lining in all san sewer pipes
Flexible Site / Classroom Furnishings
<b>OTHER SCHOOL SPECIFIC WORK</b>
Exterior Painting
Heat strips
3-way valves integrated into chiller system
New heat exchanger
Chiller System replacements
Mechanical room lighting
<b>STUDENT TRANSPORTATION</b>
Student transportation/EV stations

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – X-D**

**Agenda Item**

**Approval of Child Nutrition GMP 01- Kitchen Equipment Early Procurement**

For Board:  Action       Discussion       Information

**Background –**

The District has reviewed and recommends approval of the Guaranteed Maximum Price (GMP) 01, from Chasse Construction for the following projects:

**CHASSE Construction GMP 01- Child Nutrition**

School kitchen equipment, early procurement and coordination, taxes and fees = \$470,362

**Legal**

**Financial**

BOND expenditures = \$470,362

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the Child Nutrition GMP 01 with Chasse Construction.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**GMP 01 - Kitchen Equipment Early Procurement & Coordination**

Item	Description	Cost
<b>11 100</b>	<b>Solano Elementary School</b>	<b>\$ 63,557</b>
	Demolition	\$ 5,000
	Millwork - Shop drawings and deposit for material release	\$ 10,000
	Kitchen Equipment	\$ 38,557
	Plumbing - i.e. sink plumbing connection, to be included in GMP 2	
	Electrical - Lighting submittals	\$ 10,000
	Lead time on equipment is 12-14 weeks	
<b>11 200</b>	<b>Osborn Middle School</b>	<b>\$ 188,386</b>
	Demolition	\$ 5,000
	Millwork - Shop drawings and deposit for material release	\$ 10,000
	Acoustical - Shop drawings and deposit for material release	\$ 8,000
	Kitchen Equipment	\$ 155,386
	Plumbing - i.e. sink plumbing connection, to be included in GMP 2	
	Electrical - Lighting submittals	\$ 10,000
	Lead time on repair equipment is 12-14 weeks	
<b>11 300</b>	<b>Encanto - Clarendon Elementary School</b>	<b>\$ 76,505</b>
	Kitchen Equipment	\$ 76,505
	Electrical - i.e. electrical outlet coordination - to be included in GMP 2	
	Lead time is 12-14 weeks	
<b>11 400</b>	<b>Longview Elementary School</b>	<b>\$ 32,977</b>
	Kitchen Equipment	\$ 32,977
	Plumbing - i.e. sink plumbing connection, to be included in GMP 2	
	Electrical - i.e. electrical outlet coordination - to be included in GMP 2	
	Lead time is 12-14 weeks	
<b>Subtotal Construction Estimate</b>		<b>\$ 361,425</b>
	Contractor Contingency (3%)	\$ 14,111
	General Conditions and General Requirements	\$ 25,142
	Insurance, Bonds, Tax	\$ 43,814
	Contractor Fee	\$ 25,870
<b>Total GMP 01 (Chasse Building Team Contract)</b>		<b>\$ 470,362</b>



## ASSUMPTIONS / CLARIFICATIONS / EXCLUSIONS

PROJECT: **Child Nutrition GMP 1 Early Procurement**  
REV DATE: January 29, 2026

### **BASIS OF DESIGN FOR ESTIMATE**

- 1 Estimate includes SD plans provided by SPS+ 12/11/2025
- 2 Estimate includes kitchen equipment list provided by Design-Tec Food Facilities, Inc 12/22/2025

### **LONG LEAD TIME MATERIALS. PROJECT SCHEDULE CONSTRAINED BY THE FOLLOWING:**

- 1 Duke Manufacturing Equipment: 12 week lead time (4 weeks for submittals, 8 weeks for manufacturing)

### **ITEMS ASSUMED BY OWNER AND NOT INCLUDED IN GMP**

- 1 All permanent utility design, usage and installation fees - Power, Water, Sewer, Data, Gas.
- 2 Permit fees including building permits, plan review, impact fees, development fees and tap fees.
- 3 City of Phoenix tap, meter and installation fees.
- 4 Asbestos Survey, Abatement and hazardous waste removal required prior to Demolition.
- 5 Building Furnishings and Site Furnishings (FF&E)
- 6 Landscape salvage.
- 7 3rd Party Commissioning Agent, if required.

### **GENERAL ASSUMPTIONS**

- 1 GMP includes builders risk insurance for duration of project.
- 2 GMP includes liability insurance for duration of project
- 3 GMP includes payment and performance bond for duration of project.
- 4 GMP includes City of Phoenix taxes at 5.395% rate.
- 5 GMP includes 3% Construction Contingency.
- 6 GMP includes normal 5-day (40) hour work week, overtime is excluded unless required by Chasse Building Team to maintain contract schedule
- 7 GMP excludes commissioning.
- 8 GMP excludes walk in coolers and freezers.

### **DIVISION 1 - SURVEY AND LAYOUT**

- 1 N/A Excluded

### **DIVISION 2 - DEMOLITION**

- 1 Excludes Asbestos Survey and any required Abatement.
- 2 Excludes salvage of any demolished materials.
- 3 Includes haul-off of all demolished materials.
- 4 Excludes demo of hazardous waste.
- 5 Demolition for this GMP includes demolition as needed for investigation purposes.

### **DIVISION 3 - CONCRETE**

- 1 N/A. Excluded.

### **DIVISION 4 - MASONRY**

- 1 N/A. Excluded.

### **DIVISION 5 - STEEL**

- 1 N/A. Excluded

### **DIVISION 6 - WOODS & PLASTICS**

- 1 Includes shop drawings for new millwork at cafeteria

**DIVISION 7 - THERMAL & MOISTURE PROTECTION**

1 N/A. Excluded.

**DIVISION 8 - DOORS & GLAZING**

1 N/A. Excluded

**DIVISION 9 - FINISHES**

1 N/A. Excluded.

2 Flooring repairs to be done as part of GMP 2.

**DIVISION 10 - SPECIALTIES**

1 N/A. Excluded.

**DIVISION 11 - EQUIPMENT**

1 Equipment as listed in the report provided by Design-Tec report noted above

2 Walk-ins are excluded at this time. Potential future work.

3 Costs include shop drawings and installation.

**DIVISION 12 - FURNISHINGS**

1 N/A. Excluded.

2 Any required site furnishings are by Owner.

**DIVISION 13 - SPECIAL CONSTRUCTION**

1 N/A. Excluded.

**DIVISION 14 - CONVEYING**

1 N/A. Excluded.

**DIVISION 21 - FIRE PROTECTION**

1 N/A. Excluded.

**DIVISION 22 - PLUMBING**

1 N/A. Excluded.

2 Plumbing to support new hand sinks to be included in GMP 2

**DIVISION 23 - HVAC**

1 N/A. Excluded

**DIVISION 26 - ELECTRICAL & FIRE ALARM**

1 Costs include submittal generation for lighting submittals

2 Electrical to support new equipment to be included in GMP 2, as required.

**DIVISION 27 - SPECIAL SYSTEMS**

1 N/A. Excluded.

**DIVISION 31 - EARTHWORK**

1 N/A Excluded.

**DIVISION 32 - EXTERIOR IMPROVEMENTS**

1 N/A. Excluded.

**DIVISION 33 - SITE UTILITIES**

1 N/A Excluded.

**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – X-E**

**Agenda Item**

**Approval of the 2026-2031 Gifted Learner Scope & Sequence**

For Board:  Action       Discussion       Information

**Background –**

Every five years the state requires an updated Gifted Scope & Sequence from each LEA. The Osborn School District mission is to advance the full potential of every child by developing emotional intelligence and academic excellence. As an integral part of this mission, we are dedicated to nurturing the extraordinary abilities of gifted students while honoring their unique values and needs. This commitment is fulfilled in strict adherence to the Arizona state statutes, which govern the identification of gifted students, the provision of services, and the submission of district plans.

**Legal**

[ARS §15-779.02](#)

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the board approve the 2026-31 Gifted Scope & Sequence as presented.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F



**Osborn School District**

# Scope and Sequence for Gifted Education

Revised: January 2026

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## **INTRODUCTION**

The Osborn School District mission is to advance the full potential of every child by developing emotional intelligence and academic excellence. As an integral part of this mission, the Osborn community is dedicated to nurturing the extraordinary abilities of gifted students while honoring their unique values and needs. This commitment is fulfilled in strict adherence to the Arizona state statutes listed below, which govern the identification of gifted students, the provision of services, and the submission of district plans.

## **STATUTORY REQUIREMENTS**

**Mandate for Gifted Education (A.R.S. § 15-779.01)** Because it is in the public interest to support unique opportunities for high-achieving and underachieving pupils who are identified as gifted, the governing board of each school district shall provide gifted education to gifted pupils identified as provided in this article. The governing board shall modify the course of study and adapt teaching methods, materials and techniques to provide educationally for those pupils who are gifted and possess superior intellect or advanced learning ability, or both, but may have an educational disadvantage resulting from a disability or a difficulty in writing or speaking the English language.

**Scope and Sequence & Service Delivery (A.R.S. § 15-779.02)** The Governing Board of each school district shall develop a scope and sequence for the identification process of and curriculum modifications for gifted pupils to ensure that gifted pupils receive gifted education commensurate with their academic abilities and potentials. Programs and services for gifted pupils shall be provided as an integrated, differentiated learning experience during the regular school day.

**State Submission & Approval (A.R.S. § 15-779.02)** The Governing Board shall submit the scope and sequence to the department of education for approval on or before July 1 if any changes were made during the previous fiscal year. The Governing Board shall submit the scope and sequence to the department of education for approval on or before July 1 every five years if no changes were made during the previous five years.

## **GIFTED STUDENT DEFINITION**

The Osborn District recognizes that students with exceptional abilities and talents are found in all cultural and linguistic groups, economic levels, and geographic areas, as well as among

individuals with disabilities. This inclusive perspective is grounded in the official definition provided by **Arizona Revised Statute § 15-779**:

*“Gifted child” means a child who is of lawful school age, who due to superior intellect or advanced learning ability, or both, is not afforded an opportunity for otherwise attainable progress and development in regular classroom instruction and who needs appropriate gifted education services to achieve at levels commensurate with his intellect and ability.*

Although each gifted child is unique, gifted students do have some characteristics in common. They usually are swift and efficient learners, may make intuitive leaps, quickly sense patterns in information, ask themselves questions about perceived patterns in order to understand them, and form connections among stored concepts and related bits of new information to modify their existing knowledge base. In their area of interest, they are able to construct clear mental maps that organize concepts efficiently; they are able to think flexibly about new possibilities, and they thrive on questions and problems that have a wide range of possible answers instead of those that have one correct answer.

Gifted students develop asynchronously. This means that they are intellectually advanced in one or more areas, yet may have difficulties or be very average in other areas. Their motor skills may or may not match those of other children of the same age. The same is true for social skills. In addition, social skills may be advanced. Young gifted children may progress through developmental milestones more rapidly, and sometimes prefer to associate with older children or adults who are more likely to understand their vocabulary and the complexity of their ideas.

One important point is that gifted students of the same age are not alike. There are differences between moderately gifted, highly gifted, and profoundly gifted students that may require as much curriculum differentiation within the group as is necessary between moderately gifted students and their non-gifted peers. Program modifications for gifted students must be sufficiently varied and flexible that these students can be provided challenging learning experiences and appropriate resources.

## **SCREENING, IDENTIFICATION & NOTIFICATION**

The governing board of the Osborn School District has adopted a multifaceted approach to screening and identification of gifted learners. Students currently enrolled in district schools may be nominated for gifted testing by parents, teachers, or peers. They may also nominate

themselves. Upon nomination, parent/guardian permission is required to proceed with the assessment. Additionally, students who score in the highest performance category in any subject of the Arizona State Achievement test will be considered for testing, and universal screening will be conducted for all second grade students during the academic year.

Osborn School District will administer a state-approved gifted test no less than three regular intervals throughout the year. Parents/Guardians are given an opportunity to grant or withhold permission for testing

Eligibility Criteria: Students will be assessed in verbal, quantitative, and non-verbal areas using a state-approved test. To qualify as a gifted learner and become eligible for a Gifted Learner Plan, a student must achieve:

- A score at or above the 90th percentile on any section or composite

Letters are sent to parents/guardians of students within 30 days of the scheduled test date to share test results. Letters are provided in both English and Spanish.

## **PLACEMENT**

Identification of a qualifying student initiates a review by a Student Support Team chaired by the principal (or designee). This team analyzes the test results alongside additional information, such as alternative assessments, portfolio data, and/or informal evaluations. Based on this holistic review, the team develops an initial recommendation for placement.

The placement model for each gifted learner is then determined by a team including the parent/guardian, student (if appropriate), and school personnel. Together they create a *Gifted Learner Plan* clearly articulating the academic and non-academic goals, strategies to achieve these goals, and measures of progress.

Students identified as gifted who also have an Individualized Education Plan (IEP) are identified as *twice-exceptional*. The team for twice-exceptional students must include the psychologist and/or special education teacher to address the students' duality and special education services as outlined in their Individual Education Plan.

## **PROGRAM DESIGN**

The Osborn School District’s gifted program is designed to provide flexible, equitable, and developmentally appropriate services that address the diverse academic and social-emotional needs of gifted learners. Gifted services are delivered primarily through integrated, differentiated instruction during the regular school day, ensuring access to rigorous learning experiences while maintaining inclusion with intellectual peers. Program design emphasizes curriculum acceleration, depth and complexity, higher-level thinking skills, and authentic problem-solving opportunities aligned to Arizona Academic Standards. Services are individualized through the development and implementation of a Gifted Learner Plan, which outlines academic goals, instructional strategies, and measures of progress for each identified student.

A range of service delivery models are utilized to meet varying student needs, including cluster grouping, content acceleration, single-subject or grade acceleration, honors coursework at the middle school level, and independent study opportunities when appropriate. The program is intentionally structured to promote continuity and readiness for advanced secondary pathways offered by the Phoenix Union High School District. Attention to the affective development of gifted learners is embedded throughout the program design, supporting student self-awareness, perseverance, and engagement. Through this comprehensive and adaptable approach, Osborn School District ensures that gifted learners are challenged, supported, and prepared for ongoing academic success.

## **CURRICULUM, INSTRUCTION & SUPPLEMENTAL SERVICES**

<b>Level</b>	<b>Program</b>	<b>Description of Curriculum Modifications</b>
<b>K-8</b>	Gifted Learner Plan (required)	The gifted student, the student’s parent/guardian, and school personnel agree to a formal plan; the plan includes academic and non academic goals, strategies to achieve these goals and measures of progress. The plan may include both in-school and out-of-school options selected to enhance development of advanced intellectual abilities as well as physical & social skills.

	Content Acceleration, Compacting or Testing Out	Students move rapidly through the concepts and skills of one or more Arizona Academic Standards, exceeding proficiency at the grade enrolled and accelerating to the performance objectives of the next grade level or beyond.
	Grade Acceleration-Single Subject	Students who are gifted in a specific academic area are placed at a higher grade level for instruction in that subject only. This option may necessitate arrangements to travel between schools (e.g., elementary to middle, middle school to high school).
	Grade Acceleration	Highly/exceptionally gifted students enroll in a higher grade for all subjects. These students may need two or more full years of grade skipping but grades skipped may not necessarily be done all at once.
	Out-of-School Opportunities	Academic competitions, summer programs, clubs
	Independent Study	A student proposes an in-depth investigation or creative project in an area of interest, prepares a plan that includes a brief explanation of the project, needed resources, form of product, timeline for completion, and criteria for evaluation.
<b>K-6</b>	Gifted Cluster Grouping	<b>Cluster Grouping:</b> A research-supported instructional arrangement placing a group of gifted students with a designated teacher who differentiates curriculum and instruction. Recognized as a <b>best practice</b> in the field, this model ensures <b>daily access</b> to accelerated content, combining the social benefits of a regular classroom with consistent academic rigor.
<b>7-8</b>	Honors Classes	Mathematics <ul style="list-style-type: none"> <li>● Algebra (7<sup>th</sup> and 8<sup>th</sup> Grades)</li> <li>● Geometry (8<sup>th</sup> Grade) taken for high school credit</li> </ul>

		<p>Literacy</p> <ul style="list-style-type: none"> <li>● Honors English Language Arts</li> </ul> <p><b>Content</b> is more abstract, complex, varied, and accelerated to incorporate Exceeds Level Arizona Academic Standards.</p> <p><b>Processes</b> include critical thinking skills (decision-making, planning, forecasting, monitoring), metacognition, community problem solving, faster pacing, greater choice of learning activities, varied group interaction, greater variety, evidence of reasoning.</p> <p><b>Products</b> are more varied, are developed for specific audiences in response to community-based problems/opportunities, are in self-determined format, are evaluated by students &amp; others using criteria established by experts in the relevant fields. Products may be a result of collaboration among members of a small group.</p>
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## PROFESSIONAL DEVELOPMENT

The Osborn School District is committed to providing ongoing professional development to ensure that teachers, administrators, and support staff are equipped to meet the academic and social-emotional needs of gifted learners. Professional learning opportunities focus on best practices in gifted education, including identification and service delivery, curriculum differentiation, instructional strategies for advanced learners, and the unique characteristics of gifted and twice-exceptional students. Training emphasizes the development of higher-level thinking skills, student ownership, creativity, problem-solving, and depth of knowledge, while also addressing the affective needs of gifted students.

Professional development is delivered through a variety of formats, including district-led training, collaborative planning opportunities, site-based coaching, and access to external workshops and conferences related to gifted education. Educators working directly with gifted learners are encouraged and supported in pursuing gifted endorsement coursework or professional growth specific to gifted instruction. The district values shared learning and reflection, providing opportunities for staff to collaborate, share best practices, and refine

instructional approaches to ensure gifted services remain rigorous, equitable, and responsive to student needs.

## **PARENT AND COMMUNITY INVOLVEMENT**

The Osborn School District recognizes that meaningful parent and community involvement is essential to the success of gifted learners. The district is committed to maintaining open, ongoing communication with families regarding gifted identification, placement, services, and student progress. Parents and guardians are provided with timely information about referral procedures, assessment opportunities, eligibility criteria, and program options, and are active participants in the development and review of their child's Gifted Learner Plan. Information is shared in a clear and accessible manner, with materials and communication available in multiple languages as appropriate, ensuring equitable access for all families. The procedures outlined in this scope and sequence ensure that families are:

- Given the opportunity to have their children tested
- Given advance notice of the week that their children are to be tested
- Given the opportunity to withhold permission for testing.
- Given written criteria of the LEA for referral, screening, selection, and placement.

## **PROGRAM REVIEW**

The Osborn School District conducts ongoing program assessment to evaluate the effectiveness of gifted services and ensure that identified students receive educational opportunities commensurate with their abilities and potential. Program review includes analysis of multiple data sources, such as identification trends, student achievement data, progress toward Gifted Learner Plan goals, participation in advanced coursework or enrichment opportunities, and stakeholder feedback. This comprehensive approach supports informed decision-making and continuous improvement of gifted programming across the district.

Assessment results are used to guide program refinement, professional development priorities, and instructional practices. The district reviews gifted services regularly to ensure alignment with state requirements, district goals, and the expectations of the Phoenix Union High School District, supporting a smooth transition for students as they move into secondary gifted pathways. Through this reflective process, Osborn School District remains committed to maintaining high standards, promoting equity in identification and services, and ensuring that gifted programming evolves to meet the changing needs of students and the community

## **BUDGET**

At this time, the Osborn School District does not receive a designated budget allocation to support gifted education services. Despite this limitation, the district remains committed to fulfilling the requirements of Arizona Revised Statutes and ensuring that identified gifted learners receive appropriate educational opportunities aligned with their abilities and potential. Gifted services are supported through the strategic use of existing district resources, including instructional staff, curriculum materials, and professional learning structures embedded within the regular school day. The district prioritizes flexible scheduling, collaborative planning, and instructional differentiation to provide meaningful gifted services without additional fiscal burden.

## APPENDIX A

### Osborn Gifted Testing Recommendation Form (Sample)

**Introduction** Gifted testing helps identify students with exceptional abilities who may benefit from specialized programs or support. Below is a list of common traits often associated with giftedness.

#### Common Traits of Giftedness

- Achieves high percentile rank on normative academic screener (Star/iReady).
- Demonstrates an exceptional ability to learn and retain information quickly.
- Displays advanced problem-solving skills and critical thinking abilities.
- Shows curiosity and a deep interest in exploring topics of personal interest.
- Exhibits a high level of creativity and originality in thought or work.
- Reads and comprehends materials above their grade level.
- Has an exceptional memory and can recall detailed information.
- Displays intense focus and persistence when engaged in tasks of interest.
- Often asks thought-provoking questions and seeks to understand complex ideas.
- Shows sensitivity to others' feelings and a strong sense of empathy.

#### Requirements

- Parent/guardian permission is required.
- Students may test one time per year (365 days).

School: \_\_\_\_\_ Student Name: \_\_\_\_\_

Grade: \_\_\_\_\_ Student ID: \_\_\_\_\_

Star Reading/Early Literacy National Percentile Rank (1-99%): \_\_\_\_\_

Star Mathematics National Percentile Rank (1-99%): \_\_\_\_\_

Other applicable scores/data/evidence (AASA scores, grades, projects, etc.):

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Describe how the student exhibits traits of giftedness:

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Name of individual completing this recommendation: \_\_\_\_\_

**APPENDIX B**

**Gifted Testing Permission Form (Sample)**

Dear Parent/Caregiver of \_\_\_\_\_,

Your child has been recommended for gifted testing. We need your permission to test your child. Please respond by choosing an option below and returning this document to your child’s teacher as soon as possible. After testing is completed, you will receive a letter indicating your child’s qualification status for eligibility.

About the Assessment: **The Cognitive Abilities Test (CogAT)** is approved by the Arizona Dept of Education for gifted screening and identification. The CogAT is administered in a series of short, online subtests to measure a student’s learned reasoning abilities in three areas.

- **Verbal:** Word images/concepts, reading comprehension, critical thinking, writing
- **Quantitative:** Numerical symbols/concepts, problem solving, and mathematics
- **Nonverbal:** Geometric shapes, figures, and problem solving

- Yes, my child can participate in the CogAT test.
- No, I do not want my child to take the CogAT test at this time.

\_\_\_\_\_  
Signature of Parent/Guardian

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name of Parent/Guardian

**Estimado padre, madre o tutor de \_\_\_\_\_,**

Su hijo(a) ha sido recomendado para tomar las pruebas del programa de estudiantes talentosos (*Gifted*). Necesitamos su permiso para administrar estas evaluaciones.

Por favor, seleccione una de las opciones a continuación y devuelva este documento al maestro(a) de su hijo(a) lo antes posible. Una vez finalizadas las pruebas, recibirá una carta indicando los resultados y si su hijo(a) califica para el programa.

**Sobre la evaluación:** La Prueba de Habilidades Cognitivas (CogAT) está aprobada por el Departamento de Educación de Arizona para la detección e identificación de estudiantes talentosos. El CogAT se administra a través de una serie de pruebas cortas en línea diseñadas para medir las habilidades de razonamiento del estudiante en tres áreas:

- **Verbal:** Imágenes/conceptos de palabras, comprensión de lectura, pensamiento crítico y escritura.
- **Cuantitativa:** Símbolos/conceptos numéricos, resolución de problemas y matemáticas.
- **No verbal:** Formas geométricas, figuras y resolución de problemas.

**Sí**, mi hijo(a) puede participar en la prueba CogAT.

**No**, no deseo que mi hijo(a) tome la prueba CogAT en este momento.

\_\_\_\_\_  
Firma del padre, madre o tuto

\_\_\_\_\_  
Fecha

\_\_\_\_\_  
Nombre del padre, madre o tutor

## APPENDIX C

### Gifted Testing Results: Qualification Notice (Sample)

Dear Parent/Caregiver of \_\_\_\_\_,

The Osborn School District recently administered the state-approved Cognitive Abilities Test (CogAT) to assess students for gifted identification. In our district, students who score at or above the 90th percentile in any area of the assessment qualify as gifted. Your child's results indicate exceptional reasoning abilities in one or more of the following areas, meeting the district's criteria for gifted identification:

- **Verbal:**
- **Quantitative:**
- **Nonverbal:**

To support the instructional needs of gifted and high-achieving students, the Osborn School District utilizes a cluster grouping model. This research-based approach places a small group of three to six gifted and high-achieving students together in a mixed-level classroom, where they receive instruction from a teacher trained in gifted education.

If you have any questions about the identification process or the district's instructional practices for gifted and high-achieving students, please feel free to contact the school or district office.

**Sincerely,**

The Osborn Teaching and Learning Department

Estimado/a Padre/Madre/Tutor(a) de \_\_\_\_\_,

El Distrito Escolar de Osborn realizó recientemente la evaluación de identificación de estudiantes dotados (gifted) utilizando la prueba estatal aprobada Cognitive Abilities Test (CogAT). En nuestro distrito, los estudiantes que obtienen un puntaje en o por encima del percentil 90 en cualquier área de la evaluación califican como dotados. Los resultados de la evaluación indican que su hijo/a tiene habilidades excepcionales de razonamiento en una o más de las siguientes áreas, cumpliendo con los criterios del distrito para la identificación de estudiantes dotados:

- **Verbal:**
- **Cuantitativa:**
- **No verbal:**

Para atender las necesidades educativas de los estudiantes dotados y de alto rendimiento, el Distrito Escolar de Osborn implementa un modelo de agrupación en clúster. Este enfoque, basado en investigaciones, asigna un pequeño grupo de tres a seis estudiantes dotados o de alto rendimiento a un aula de nivel mixto, donde reciben instrucción de un maestro capacitado en educación para estudiantes dotados.

Si tiene alguna pregunta sobre el proceso de identificación o las prácticas educativas del distrito para estudiantes dotados y de alto rendimiento, no dude en comunicarse con la escuela o la oficina del distrito.

**Atentamente,**

El Departamento de Enseñanza y Aprendizaje del Distrito de Osborn

**APPENDIX D**

**Gifted Learner Plan (Sample)**

Date: \_\_\_\_\_

Student Name: \_\_\_\_\_ Grade: \_\_\_\_\_ DOB: \_\_\_\_\_

School: \_\_\_\_\_ School Year: \_\_\_\_\_ Perm ID: \_\_\_\_\_

Homeroom Teacher: \_\_\_\_\_

Primary Language: \_\_\_\_\_ Language Spoken in Home: \_\_\_\_\_

Special Education: YES \_\_\_\_\_ NO \_\_\_\_\_ If YES, Primary Disability: \_\_\_\_\_

Please note any medical or health concerns: \_\_\_\_\_

Describe student attendance: \_\_\_\_\_

AASA	STAR	Gifted Assessments	Report Card Grades
Grade Tested:	Reading Percentile:	Date tested:	Reading:
Reading Scale Score:	Math Percentile:	Quantitative Score:	Mathematics:
Math Scale Score:		Verbal Score:	Writing:
Writing Scale Score:		Non-verbal Score:	

Special interests and talents (academic and/or non-academic):

Additional information to support teacher instruction and student achievement:

- Behavior:
- Social Interaction with peers:
- Other:



**OSBORN SCHOOL DISTRICT NO. 8**

**February 17, 2026**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – XI**

**Agenda Item**

**Board Development**

For Board:     Action             Discussion             Information

**Background –**

A. Great on their Behalf – final chapter in book study

B. Future Conferences –

NSBA Annual Conference, San Antonio, TX, April 10-12, 2026

ASBA Summer Leadership Conference, Flagstaff, AZ, June 4-6, 2026

NALEO 43rd Annual Conference, Los Angeles, CA, July 14-16, 2026

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**OSBORN SCHOOL DISTRICT NO. 8  
February 17, 2026  
Board Meeting**

**The Osborn Community advances the full potential of every child  
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**Agenda Item Number – XII**

**Agenda Item**

**Future Agenda Items**

For Board:     Action             Discussion             Information

**Future**

**Mr. Blink**

- Focus on goals to make sure they are shared and highly articulated

**Mr. Thompson**

- Would like detail on chronic absenteeism

**Mr. Hermes**

- Check in about strategic plan

**Agenda Item Number – XIII**

**Adjournment**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F