# Regular Governing Board Meeting Agenda

Tuesday, May 12, 2026 - 7:00 p.m.
Awards & Recognition - 6:00 p.m. [ Doors open to public at 5:00 p.m. ]
District Office Governing Board Room
20402 N. 15th Avenue
Phoenix, AZ 85027

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**1. PRE-MEETING AWARDS & PRESENTATIONS - 6:00 P.M.**
**(doors open to the public 5:45 P.M.)**

A. Superintendent Art Award 18

Awards 5.12.26.pdf

EXECUTIVE SUMMARY:

Congratulations to the following students:

| | |
|---|---|
| **Devin Sheffer "Cactus"** | Boulder Creek |
| **Kevin Aragon Rosas "Alebrijie Lion"** | Barry Goldwater |
| **Aiden Kahn "Jackie"** | Deer Valley |
| **Ava Poghossian "Isolation"** | Mountain Ridge |
| **Maylee Lindgren, "Perfume"** | Sandra Day O'Connor |

Submitted by: Michelle Van Valer, CCE Secretary

B. 2025-2026 Teacher of the Year

***Kristi Hurlburt @ Barry Goldwater High School***

***Kelley Robb @ Barry Goldwater High School***

***Khalila Govan @ Deer Valley High School***

***Corinne Gettys @ Highland Lakes School***

***Courtney Biller @ Hillcrest Middle School***

***Brandi King @ Inspiration Mountain School***

***Catherin Race @ Legend Springs Elementary School***

***Mark Faust @ Mountain Ridge High School***

***Jodi Todd @ Mountain Shadows Elementary School***

***Kaylea Burstynski @ Sandra Day O'Connor High School***

***Sara Cullen @ Sierra Verde STEAM Academy***

***Dr. Matthew Henson @ Terramar Academy of the Arts***

***Sydney Toups @ Union Park School***

Submitted by: Michelle Van Valer, CCE Secretary

C. 2025-2026 Rookie of the Year Award

***Dani Brashears @ Canyon Springs STEM Academy***

***Josh Singleton @ Deer Valley High School***

***Bridgette Brados @ Sandra Day O'Connor High School***

***Melanie Kleimon @ Sierra Verde STEAM Academy***

***Kathryn Santiago @ Sonoran Foothills***

Submitted by: Michelle Van Valer, CCE Secretary

## 2. OPENING ITEMS

A. Call To Order

B. Roll Call

C. Pledge of Allegiance

D. Moment of Silence

E. Adoption of Agenda

That the Governing Board adopt the agenda

## 3. DISTRICT REPORTS

A. Fiscal & Business Services Reports 54

**EXECUTIVE SUMMARY:**

**District Financial Reports** – Attached are Maintenance & Operation (M&O), Student Activity, and Auxiliary monthly reports for the month ended April 2026.

5-12-26 Board Work - District Financial Reports.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** JJF

**A.R.S. Reference:** 15-481.Y

**Strategic Plan Reference:** 4.C. Plan, Secure, and Allocate Resources

## 4. OLD BUSINESS

A. K-8 Spanish Dual Language Immersion Curriculum Adoption 57

**Executive Summary**

Dr. Gayle Galligan, Deputy Superintendent - Curriculum, Instruction & Assessment, and Dr. Ambre Lenker, Dual Language Immersion Coordinator, will present the Spanish DLI Curriculum Adoption Committee's recommendation for K-8 Spanish curricular materials for students in the Dual Language Immersion program.

**Background**

The current Spanish DLI resources were originally adopted for a five-year term and implemented in the 2020–2021 school year. A one-year renewal was later added; however, the digital licenses are set to expire in June 2026.

**Recommendation**

The Spanish Dual Language Immersion (DLI) Curriculum Adoption Committee recommends adopting *Listos + Antología* in conjunction with *Avanza* for grades K–5, and *Galería* for grades 6–8 as the core instructional resources for Deer Valley's Spanish Immersion program. The committee proposes a seven-year implementation beginning in the 2026–2027 school year.

**Rationale**

The recommended programs align closely with the ACTFL World-Readiness Standards, emphasizing real-world communication through interpersonal, interpretive, and presentational modes. They provide authentic, culturally rich content that promotes meaningful language use and intercultural competence. Additionally, the materials align with the Arizona World and Native Language Standards, which are proficiency-based and grounded in ACTFL "Can-Do" statements, ensuring students develop measurable language proficiency across grade levels. The resources create a cohesive K–8 pathway that is vertically aligned to support continuous language growth across grade levels. The combination of programs provides a balanced approach to language development, intentionally integrating reading, writing, listening, and speaking. This design ensures students build both academic language and communicative proficiency, with scaffolded support that meets learners where they are and advances them toward higher levels of biliteracy.

This adoption ensures instructional consistency across the district while equipping teachers with high-quality, standards-aligned resources. Overall, the recommended materials will support Deer Valley students in achieving high levels

of bilingualism, biliteracy, and intercultural competence.

**Fiscal Implications**

DVUSD will adopt *Listos + Antología*, *Galería*, and *Avanza* for students in the K-8 Spanish Immersion program.

Print materials & digital licenses (7 years) $208,433.55

Total Gratis Materials ($8690.65)

**Subtotal $199,742.90**

Professional Learning Implementation Workshop $0.00

Workbook Print Rights (7 years) $16,030.00

Est. Shipping $1,271.85

**Subtotal $217,044.75**

Est. Tax $12,230.97

**Total $229,275.72**

Spanish Curriculum Materials Board Presentation 2026.pdf

This item was presented for preview at the April 28, 2026 Board meeting and now being brought back for Governing Board consideration.

**Submitted by:** Dr. Gayle Galligan, Deputy Superintendent - Curriculum, Instruction & Assessment

That the Governing Board approve K-8 Spanish Dual Language Immersion Curriculum Adoption as presented

**5. CONSENT AGENDA - (Motion by Exception)**

That the Governing Board approve Consent Agenda Items 5.A. through 5.H.

A. Student Travel 67

EXECUTIVE SUMMARY:

1. Approve travel for students from Boulder Creek High School to attend Football Camp in Thousand Oaks, CA, from July 17 through July 20, 2026.
2. Approve travel for students from Legend Springs to attend Chapel Rock Science Camp in Prescott, AZ, from February 8 through February 10, 2027.
3. Approve travel for students from Sandra Day O'Connor High School to attend Football Camp in Payson, AZ, from July 23 through July 26, 2026.

5.12.26 Student Travel.pdf

**Submitted by:** Gareth Diaz Zehrbach, PhD
**A.R.S. Reference:** None
**Policy Reference:** IJOA
**Strategic Plan Reference:**
1. C. Future-Ready/College and Career Readiness Skills

4. B. Documented Process

That the Governing Board accept the Administration's recommendation to approve Student Travel.

B. Approve Human Resources Changes and Additional Renewal Contract(s) 68

EXECUTIVE SUMMARY:

Attached is a listing of staffing recommended for Board approval

HR_Changes 05.12.2026xlsx.pdf HR_Additional Renewal Contract(s).pdf

**Submitted by:** Jenna Moffitt, Deputy Superintendent, Human Resources

**POLICY REFERENCE:** CBA/GBA/GCC/GCK/GCQC/GDQD

That the Governing Board accept the Administration's recommendation to approve Human Resources Changes

C. Approve Vouchers 72

**EXECUTIVE SUMMARY:**

**Description** - Attached is a recap of Payroll Voucher #22 for Fiscal Year 2025-26, and Expense Vouchers for Fiscal Year 2025-26.

**Fiscal Impact** - The amount each fund expended is listed on the attached recap summary sheet.

A copy of the voucher summary sheet will be attached to the official minutes.

5-12-26 Board Work - Vouchers.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference** : DK

**A.R.S. Reference** : 15-321

**Strategic Plan Reference** : 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to approve Payroll Voucher #22 in the amount of $10,831,697.91 for Fiscal Year 2025-26, and Expense Vouchers on the Voucher Summary Sheet in the amount of $1,925,840.32 for Fiscal Year 2025-26

D. Approve Donations 87

**EXECUTIVE SUMMARY:**

**Description** – Attached is a summary list of donations that have been given to various schools.

**Rationale** – According to A.R.S. 15-342 and District policy KCD, the board must approve all donations received by the district.

**Fiscal Impact** – The total amount being approved at this time is $23,741.52. The total received for the 2025-26 school year is $375,387.60.

5-12-26 Board Work - Donations.pdf

**Submitted by**: Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference** : KCD

**A.R.S. Reference:**15-342

**Strategic Plan Reference:** 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to approve Donations, on behalf of the district, in the amount of $23,741.52

E. Approve Addenda Contracts 88

**EXECUTIVE SUMMARY:**

**Description** - Attached is a listing of the award of compensation for duties assigned to staff district wide for the current year. This list is reflected by categories.

**Rationale -** The Governing Board must approve all addenda contracts pursuant to A.R.S. 15-502.

**Fiscal Impact -** The attached list shows the amount requested for each addenda contract.

IBN Addenda are negotiated agreements funded from M&O.

Non-IBN Addenda are established and approved by each supervisor and are typically paid from non-M&O funds such as: State and Federal Grants, eSchool funds, Student Activity, Gifts and Donations, Tax Credits, Civic Center, Community Schools, Bookstore/Athletics, etc.

A copy of the addenda list will be attached to the official minutes.

5-12-26 Board Work - Addenda.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** None

**A.R.S. Reference:** 15-502

**Strategic Plan Reference:** 2.B. Employee Sourcing and Recruitment, 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to approve the addenda contracts in the attached listing

F. Authorization to enter into Additional Cooperative Contract Purchases for Fiscal Year 2025-26 90

**EXECUTIVE SUMMARY:**

**Description -** It is recommended that the Governing Board authorize the Administration to purchase from the attached list of vendors using cooperative purchasing contracts and develop miscellaneous blanket purchase agreements for the 2025-26 fiscal year. This is a list of anticipated cooperative purchases for FY 25-26. The list includes requests that are expected to arise during the year. By approving these vendors and amounts now, we are able to process requisitions without delay. These are only estimates and total purchases may be lower. If total purchases appear as if they will exceed these amounts, we will request additional approval at a future board meeting.

**Rationale** - According to State Board of Education Rules and Regulations and District policy, the board must approve all contract purchases over $100,000. In order to ensure continuity in the payment of ongoing expenses, the Governing Board is being asked to authorize the Administration to proceed with contracts to these suppliers as the need arises. This list of vendors reflects the amount spent in FY 24-25, with request for board approval for FY 25-26 of the same amount or anticipated increased amount. From time to time, it may be necessary to come to the Governing Board with additional cooperative purchase contracts not on this list.

**Fiscal Impact** - Funds for these contract purchases have been included in the Districts expenditure budget for the 2025-26 school year.

5-12-26 Board Work - FY 25-26 ADDITIONAL COOPERATIVE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** DJE/DJE-R

**A.R.S. Reference:** None

**Strategic Plan Reference:** 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to enter into additional Cooperative Contract Purchases for Fiscal Year 2025-26

G. Authorization to enter into Additional Sole Source Contract Purchases for Fiscal Year 2025-26 91

**EXECUTIVE SUMMARY:**

**Description** – It is recommended that the Governing Board authorize the Administration to purchase from the attached list of sole source suppliers and develop miscellaneous blanket purchase agreements for the 2025-26 fiscal year. This is a list of anticipated sole source purchases for FY 2025-26. The list includes requests that are expected to arise during the year. By approving these vendors and amounts now, we are able to process requisitions without delay. These are only estimates and total purchases may be lower. If total purchases appear as if they will exceed these amounts, we will request additional approval at a future board meeting.

**Rationale** – According to State Board of Education Rules and Regulations and District policy, the board must approve all sole source purchases. In the past, the district has proceeded with contracts for these services and the Governing Board has ratified them via the approval of vouchers. In order to ensure continuity in the payment of ongoing expenses, the Governing Board is being asked to authorize the Administration to proceed with contracts to these suppliers as the need arises. This list of vendors reflects the amount spent in FY 24-25, with request for board approval for FY 25-26 of the same amount or anticipated increased amount. From time to time, it may be necessary to come to the Governing Board with additional sole source purchase contracts not on this list.

**Fiscal Impact** – Funds for these contract purchases have been included in the District's expenditure budget for the 2025-26 school year.

5-12-26 Board Work - FY 25-26 ADDITIONAL SOLE SOURCE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** DJE/DJE-R

**A.R.S. Reference:** None

**Strategic Plan Reference:** 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to enter into additional Sole Source Purchases for Fiscal Year 2025-26

H. Approve Intergovernmental Agreement (IGA) between Deer Valley Unified School District and Avondale Elementary School District for a School Psychologist Internship Program 92

**EXECUTIVE SUMMARY:**

**Description** - This agreement is for the purpose of Deer Valley Unified School District joining with Avondale Elementary School District (AESD) to provide an American Psychological Association (APA) Accredited School Psychology Internship program to serve its students. The term of this Agreement is from July 1, 2026, through June 30, 2027, and was originally approved by the Governing Board back on August 8, 2023. This is a continuing agreement that we have entered into for the past several years.

**Rationale -** This is a routine agenda item. According to A.R.S. 15-342 the District can enter into agreements with other governmental agencies.

**Fiscal Impact** - The District is responsible for and agreed to create a full time school psychology internship position with a salary of $35,000, with regular full time employee benefits for the 2026-27 school year. In addition, the District pays the following:

$450 for a portion of the APA annual membership fee ($2,250) per psychology intern.

$120 for a portion of the APPIC annual membership fee ($600) per psychology intern

$5,000 annual fee to AESD for administrative and supervision support provided AESD per psychology intern.

5-12-26 Board Work - 2026-27 Psych Intern IGA Avondale-DVUSD .pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** None

**A.R.S. Reference:** 15-342

That the Governing Board accept the Administration's recommendation to approve the Intergovernmental Agreement (IGA) between Deer Valley Unified School District and Avondale Elementary School District for a School Psychologist Internship Program for the FY 2026-27

## 6. ACTION

A. Approve Employee Professional Development (Out of State) 107

**EXECUTIVE SUMMARY:**

That the Governing Board approve all employee out-of-state travel for professional development per Governing Board Policy GCCE.

Employee Travel_05.12.26.pdf 05.12.26_Fund List for Travel.pdf

**Submitted by:** Sheila Taylor, Governing Board Secretary

**Policy Reference:** GCCE

**A.R.S. Reference:** None

That the Governing Board approve and ratify all employee out-of-state travel for professional development per Governing Board Policy GCCE.

B. Approve Addenda Pre-Approvals 109

**EXECUTIVE SUMMARY:**

Attached is a submission of non-IBN addenda pre-approvals for the Spring/Summer of the 2025-26 school year. As a reminder these addenda are being considered for pre-approval at this time and will be brought back for Board approval at a future date.

5-12-26 Board Work - Addenda Pre-Approvals.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** None

**A.R.S. Reference:** None

**Strategic Plan Reference:** 2.B. Employee Sourcing and Recruitment, 4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to pre-approve the addenda as presented

C. Adopt the Fiscal Year 2025-26 Expenditure Budget Revision **#**2

**EXECUTIVE SUMMARY:**

Description – Please see the information provided under “Public Hearing”.

Rationale – According to A.R.S. 15-905, the Board must adopt any revisions to the current year Budget before May 15th.

Fiscal Impact – See the information provided under “Public Hearing”.

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** DB

**A.R.S. Reference:** 15-905

**Strategic Plan Reference**:4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration’s recommendation to adopt Revision #2 to the Fiscal Year 2025-26 Expenditure Budget

D. Approve the 2025-26 Classroom Site Fund Performance Pay Individual Amount to be paid

**EXECUTIVE SUMMARY:**

On April 22, 2025, the Governing Board approved the 2025-26 Classroom Site Fund Plan. Due to the amount of Classroom Site Fund budget balance carryforward used for the qualifying staff base salary in FY27, the per qualifying FTE amount for the 2025-26 Certified Performance Pay is recommended at $4,755, the same as FY2024-25. Per the current Certified Performance Pay plan, teachers and other professional staff will receive performance pay in two payments; $3,566 to be paid as the individual portion on June 4, 2026 and $1,189 to be paid in the fall of 2026 if we meet the letter grade requirement.

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

**Policy Reference:** GCB

**A.R.S. Reference:** 15-977

**Strategic Plan Reference**:4.C. Plan, Secure, and Allocate Resources

That the Governing Board accept the Administration's recommendation to approve the amount of $4,755 per FTE as the FY 2025-26 Classroom Site Fund Performance Pay individual amount to be paid to qualifying Certified employees and Other Professional Staff in two installments

E. Superintendent Resignation

EXECUTIVE SUMMARY:

Superintendent Finch submitted a formal letter of intent to resign, effective June 30, 2027. This communication was provided to the Governing Board via Board VIBE on March 11, 2026, and was subsequently discussed during the Executive Session held on March 24, 2026, in accordance with Arizona law Governing Board Executive Sessions.

Pursuant to Arizona Revised Statutes § 15-503 and Arizona Revised Statutes § 38-431.03, the Governing Board will consider and may take formal action in open session to accept the Superintendent’s resignation effective June 30, 2027. Acceptance of the resignation will supersede the existing Superintendent employment contract end date, which is

currently in effect through June 30, 2028.

**Submitted by:** Paul Carver, Governing Board President

**Policy Reference: BE / CBI**

**A.R.S. Reference:** § 15-503 / § 38-431.03

That the Governing Board accept Superintendent resignation letter as presented to the Board effective date of June 30, 2027

## 7. PREVIEW

A. Preview the 2026-27 Certified Performance Pay Plan 112

EXECUTIVE SUMMARY:

Dr. Scott Smith, Director of Data Analysis ad Accountability will review information from the Performance Pay committee regarding recommendation for the school year 2026-2027 Certified Performance Pay Plan.

2026-27 Certified Performance Pay Plan - Draft.pdf Certified Performance Pay Plan Preview - 051226.pdf

Submitted by Dr. Scott Smith

B. Preview Certified & Classified Negotiated Tentative Agreements for 2026-2027 #74 Pending Ratification by the Employee Associations 141

EXECUTIVE SUMMARY:

The Certified & Classified Negotiated Solutions Teams created Tentative Agreements. The final drafts are titled Tentative Agreement until ratified by the employee associations and adopted by the Governing Board. HR_Certified Tentative Agreement.pdf HR_Classified Tentative Agreement.pdf Bd Preview Tent Agreement #72.pdf

**Submitted by:** Jenna Moffitt, Deputy Superintendent HR

**Strategic Plan Reference:** 2C Employee Development

C. First Reading of Governing Board Policy DB – Annual Budget: Schedule, Preparation/Planning, Format, and Posting/Submission 195

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DB – Annual Budget: Schedule, Preparation/Planning, Format, and Posting/Submission and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policies DBC-Budget Planning, Preparation Schedules and DICA-Budget Format were recommended for incorporation into Policy DB. DVUSD policy manual does not presently include policy DBC. Policy DICA is recommended for

removal being incorporated into Policy DB.

Other updates to submission information and format requirements required under A.R.S. 15-905 and A.R.S. 15-903 respectively. Headings were added for clarity, the title updated to Annual Budget: Schedule, Preparation/Planning, Format, and Posting/Submission.

Language was updated to include more guidance from the USFR.

4-28-26 Board Work - Draft Policy DB Annual Budget; Schedule, Preparation, Planning, Format, and Posting.pdf

Policy First Reading_04.28.26.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

D. First Reading of Governing Board Policy DBF – Budget Process, Adoption and Implementation 213

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DBF – Budget Process, Adoption and Implementation and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

The title was updated to Budget Process, Adoption and Implementation, and headings were added for clarity.

The first paragraph in Policy DBI-Budget Implementation was incorporated into Policy DBF under the heading Implementation.

Policy DBI was removed from the model manual.

4-28-26 Board Work - Draft DBF Budget Process Adoption and Implementation_1.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

E. First Reading of Governing Board Policy DBI – Budget Implementation 215

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DBI – Budget Implementation and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DBI was incorporated into Policy DBF-Budget Process, Adoption and Implementation under the heading Implementation.

Policy DBI is recommended for removed from the manual.

4-28-26 Board Work - Draft DBI Budget Implementation DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

F. First Reading of Governing Board Policy DBJ – Budget Reconciliation and Transfers 216

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DBJ – Budget Reconciliation and Transfers and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

The title is updated to Budget Reconciliation and Transfers. Headings have been added for clarity.

4-28-26 Board Work - Draft DBJ Budget Transfers_1.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

G. First Reading of Governing Board Policy DD – Budget Funding Sources 217

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DD – Budget Funding Sources and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policies DDA-Funding Sources Outside The School System and DEC-Funding From Federal Tax Sources were moved to Policy DD.

The title was updated to Budget Funding Sources to align with content. Headings have been added for clarity

Policy DDA recommended for removal manual.

DVUSD Policy Manual does not currently contain policy DEC (Impact Aid Program) because we do not receive Impact Aid but will include the section in DD for this revision. A.R.S. 15-991 was added to the Legal References as it pertains to Impact Aid.

4-28-26 Board Work - Draft DD Budget Funding Sources.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

H. First Reading of Governing Board Policy DDA – Funding Sources Outside the School System 219

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DDA – Funding Sources Outside the School System and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DDA was moved to Policy DD-Budget Funding Sources under the heading Funding Sources Outside the School System

Policy DDA is recommended to be removed from the manual.

4-28-26 Board Work - Draft DDA Funding Sources Outside the School System DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

I. First Reading of Governing Board Policy DFA – Revenues and Income 220

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DFA – Revenues and Income and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policies DFB-Revenues from School-Owned Real Estate, DFD-Gate Receipts and Admissions, and DFF-Income from School Sales and Services are recommended moved to Policy DFA. Recommend DFB, DFD, and DFF be removed from the manual.

The title was updated to Revenues and Income to align with policy content. Headings were added for clarity.

Compliancy language was expanded (e.g., permitted and prohibited fundraisers) under the heading Student Activity Income to assist Districts.

4-28-26 Board Work - Draft DFA Revenues and Income.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

J. First Reading of Governing Board Policy DFB – Revenues from School-Owned Real Estate 222

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DFB – Revenues from School-Owned Real Estate and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DFB was moved to Policy DFA-Revenues and Income under the heading School-Owned Real Estate. Policy DFB is recommended for removal from the manual.

Information under Student Activities Income was updated and Career and Technical Education added to provide additional guidance. Legal References were updated.

4-28-26 Board Work - Draft DFB Revenues From School-Owned Real Estate DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

K. First Reading of Governing Board Policy DFD – Gate Receipts and Admissions 223

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DFD – Gate Receipts and Admissions and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DFD was moved to Policy DFA-Revenues and Income under the heading Gate Receipts and Admissions.

Policy DFD is recommended for removal from the manual.

4-28-26 Board Work - Draft DFD Gate Receipts and Admissions DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

L. First Reading of Governing Board Policy DFF – Income from School Sales and Services 224

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DFF – Income from School Sales and Services and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DFF was moved to Policy DFA-Revenues and Income under the heading School Sales and Services.

Policy DFF is recommended for removal from the manual.

4-28-26 Board Work - Draft DFF Income From School Sales and Services DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

M. First Reading of Governing Board Policy DG – Banking Services and Authorized Signatures 225

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DG – Banking Services and Authorized Signatures and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DGA-Authorized Signers was moved to Policy DG.

Policy title was updated to Banking Services and Authorized Signatures to align with policy content. Headings were added for clarity.

4-28-26 Board Work - Draft DG Banking Services.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

N. First Reading of Governing Board Policy DGA – Authorized Signatures 226

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DGA – Authorized Signatures

and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DGA was moved to Policy DG-Banking Services and Authorized Signers under the heading Authorized Signatures.

Policy DGA recommended for removal from the manual.

4-28-26 Board Work - Draft DGA Authorized Signers DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

O. First Reading of Governing Board Policy DICA – Budget Format 227

**EXECUTIVE SUMMARY:**

Administration is recommending a revision to Policy DICA – Budget Format and to accept ASBA recommended language as indicated through tracked changes in the attached draft document.

Language in Policy DICA was moved to Policy DB-Annual Budget; Schedule, Preparation, Planning, Format, and Posting under the heading Format and the first paragraph under the heading Posting and Submission.

Policy DICA recommended for removal from the manual.

4-28-26 Board Work - Draft DICA Budget Format DELETE.pdf

**Submitted by:** Heather Mock, Deputy Superintendent - Fiscal & Business Services

## 8. CALL TO THE PUBLIC

EXECUTIVE SUMMARY:

(Public comment forms are available in the lobby of the boardroom and must be submitted prior to the meeting)

The Board invites public comment on the District's business in general and on any agenda item in specific. All speakers must observe the rules of decorum. Speakers must fill out a card listing name, address, and topic, and hand it to the Board Secretary prior to the President calling the meeting to order. Speakers must make their comments in no more than three minutes. If necessary to accommodate all speakers within the 30 minute overall limit, the Board President may shorten each speaker's time. Constructive criticism is in order. Rudeness, vulgarity, disruptive conduct, or remarks disrespecting personal dignity are not in order and will not be allowed. Under the Arizona Open Meeting Law, the Governing Board cannot discuss or act on any items not listed on the agenda. Board Members may respond to criticism made by a speaker, ask staff to review a matter, or ask that a matter be put on a future agenda.

## 9. REPORTS

A. Governing Board

**EXECUTIVE SUMMARY:**

The Governing Board Members may give a report on any of the following:

- Site Visits
- Governmental Relations
- Conferences
- Meetings
- Agenda Item Requests

**Strategic Plan Reference:** 3.A. Excellence in Stakeholder Relationships

B. Superintendent

**EXECUTIVE SUMMARY:**

1. Current Events

   **Strategic Plan Reference:**

   3 - Excellence in Stakeholder Relationship

   4 - Excellence in Organizational Improvement & Accountability

**10. FUTURE MEETING DATES** 228

Future meetings of the Governing Board have been posted.

ADOPTED 2025-26 Gov. Bd. Dates.pdf

**11. ADJOURNMENT**

DEER VALLEY
Unified School District

# AWARDS & RECOGNITIONS

## May 12, 2026

DEER VALLEY
Unified School District

# District Art Show Superintendent's Award Winner




## Kevin Aragon Rosas

## Barry Goldwater High School

DEER VALLEY
Unified School District

DEER VALLEY
Unified School District

# District Art Show Superintendent's Award Winner



## Kevin Aragon Rosas

## Barry Goldwater High School

DEER VALLEY
Unified School District

DEER VALLEY
Unified School District

# District Art Show Superintendent's Award Winner



## Devin Shaeffer

## Boulder Creek High School

DEER VALLEY
Unified School District

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Unified School District

# District Art Show Superintendent's Award Winner

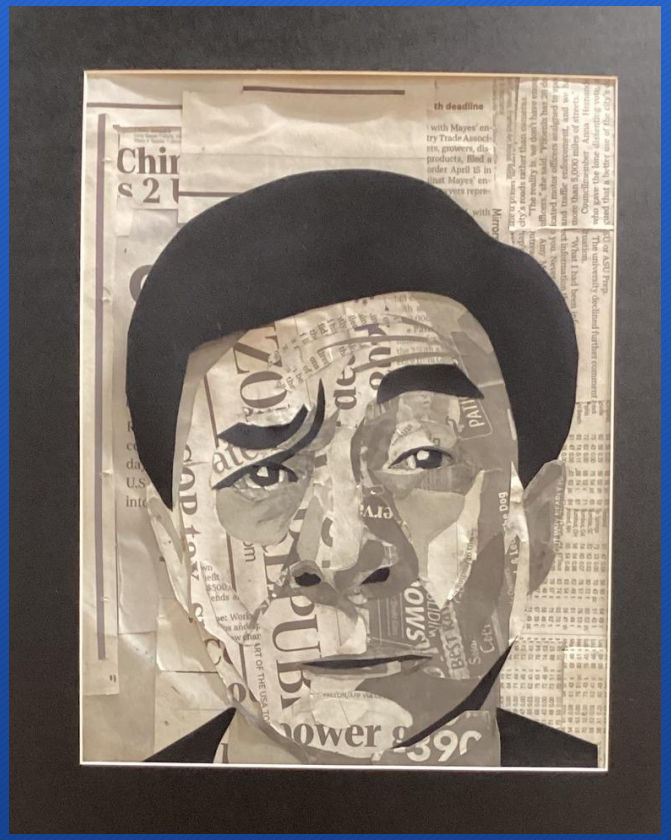
## Devin Shaeffer

## Boulder Creek High School

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# District Art Show Superintendent's Award Winner



## Aiden Kahn

## Deer Valley High School

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## Ava Poghossian

## Mountain Ridge High School

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## Ava Poghossian

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# District Art Show Superintendent's Award Winner



## Maylee Lindgren

## Sandra Day O'Connor High School

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# District Art Show Superintendent's Award Winner



## Maylee Lindgren

## Sandra Day O'Connor High School

DEER VALLEY
Unified School District

# 2025-2026
# Teachers of the Year
# Rookies of the Year
## Tuesday, May 12, 2026

DEER VALLEY
Unified School District

***Presented By***

Deer Valley Education Foundation

# Thanks to our sponsors. . . .















# Now Introducing….

## DVUSD
## Teachers of the Year
## For 2025-2026

DEER VALLEY
Unified School District







# Courtney Biller

*"I positively impact students' lives by helping them build confidence, resilience, and a sense of ownership over their learning."*

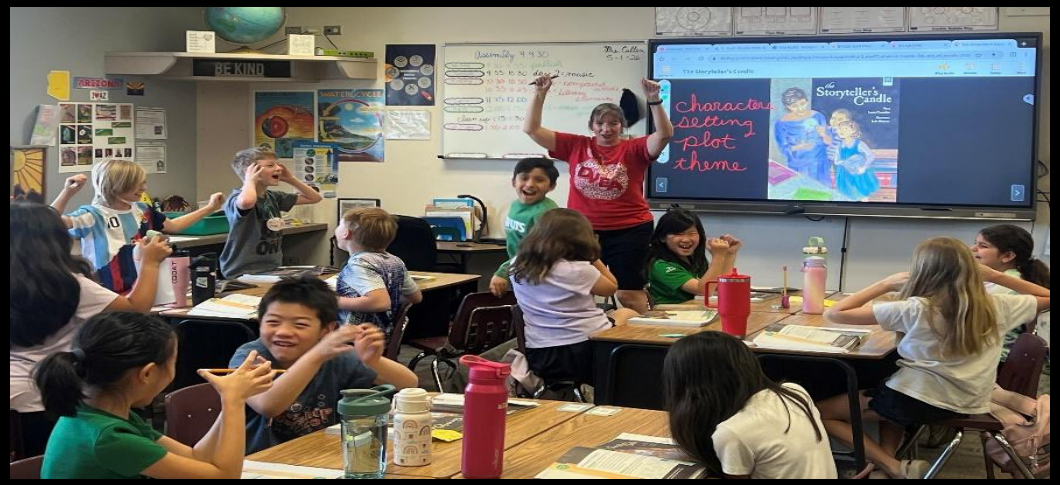






# Kaylea Burstynski

*"My greatest contribution is helping students see their own potential and empowering them to pursue it with confidence."*





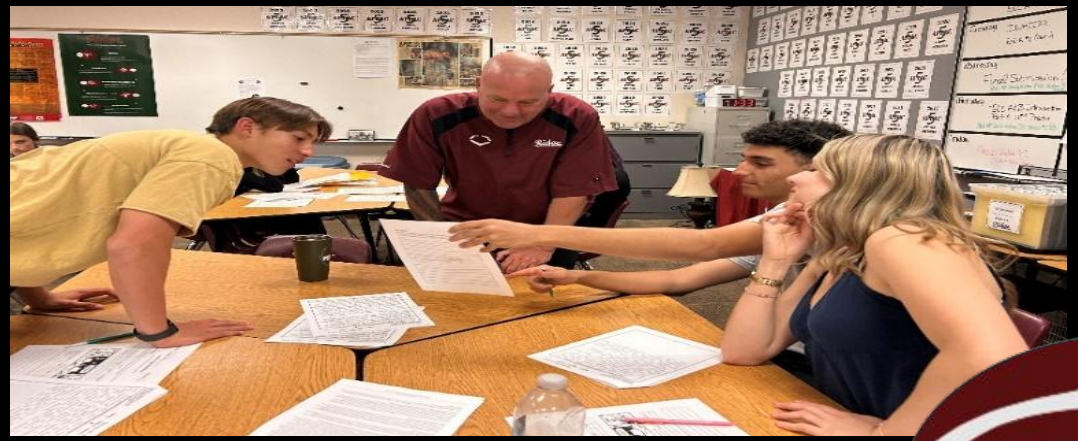




# Sara Cullen

SIERRA VERDE
STEAM ACADEMY
#ANYTHINGISPOSSIBLE

*"I LOVE teaching.*
*Making connections with students is important to me and I feel it helps with learning. I work hard and put my whole heart into my students."*






# Mark Faust

*"I foster a classroom culture that empowers students for intellectual risk-taking, viewing setbacks or initial failures as necessary and valuable parts of growth."*









# Corinne Gettys

*"What makes me an outstanding teacher is the intersection of high-level student-centered engagement and deep, protective empathy.  I don't simply manage a classroom, I engineer environments."*





# Khalila Govan



*"Creating a classroom culture that is positive, inclusive and hard-working is one of my strengths. I believe one of my greates contributions has been creating a community within my band program for all students."*

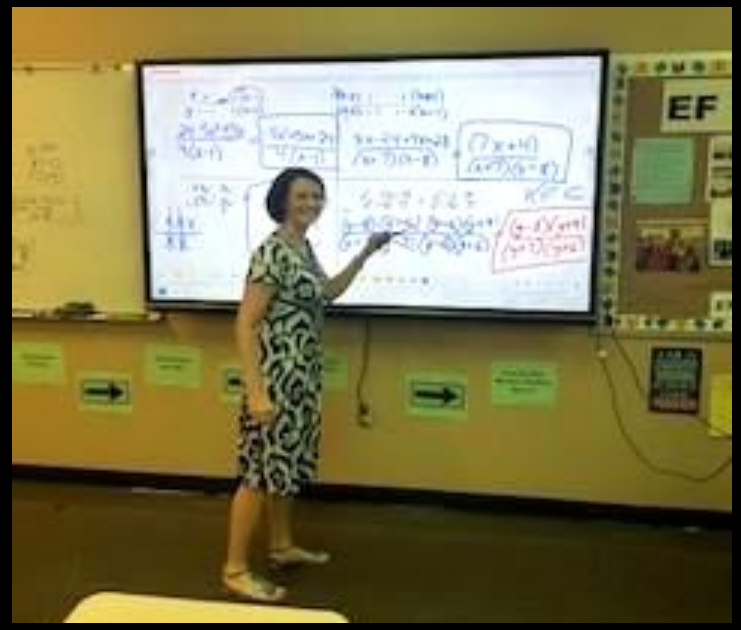





# Matthew Henson

*"My greatest accomplishments in education are rooted in my work where I have intentionally built strong, meaningful relationships with both students and colleagues."*




# Kristi Hurlburt

*"I believe I am an outstanding teacher because I care about my students' success and work tirelessly to ensure that each day is the best learning experience it can be for them."*





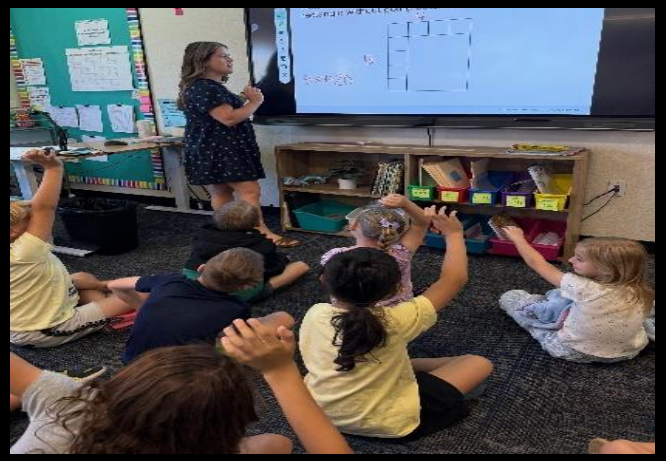





# Brandi King

*"I measure my greatest accomplishments by the culture of safety I have built and the tangible academic growth that follows it."*





# Catherin Race

*"I hope my students leave my classroom remembering that learning can be joyful, kindness matters, and they are capable of hard things."*









# Kelley Robb

*"My teaching philosophy is simple: Work hard and have fun."*





# Jodi Todd

*"My mission is to live by habits that build resiliency to keep moving forward making a positive impact personally and professionally."*





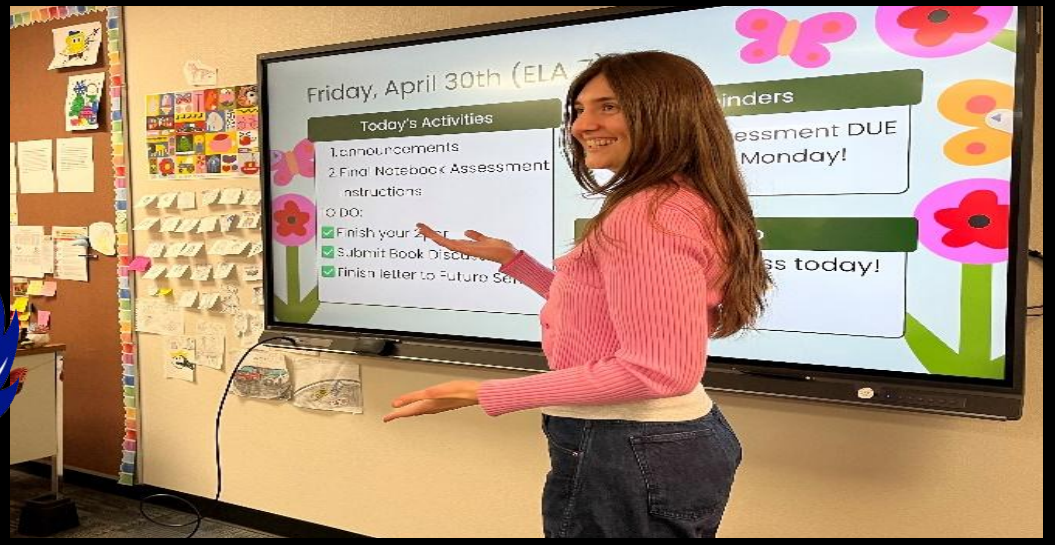





# Sydney Toups

*"What makes me an outstanding teacher is my ability to build strong and meaningful relationships, while also maintaining high expectations for their continuous growth."*






# Rookie of the Year

# **Bridgette Brados**



*"Interacting with my students, and learning with them, is what I enjoyed most about my first year. These students quickly became my reason for waking before sunrise and staying past the bell to read their brilliant essays."*







# Rookie of the Year

# **Dani Brashears**

*"I'm excited to keep growing alongside my students. This first year showed me how much joy there is in teaching, especially when you're surrounded by a community like Canyon Springs."*



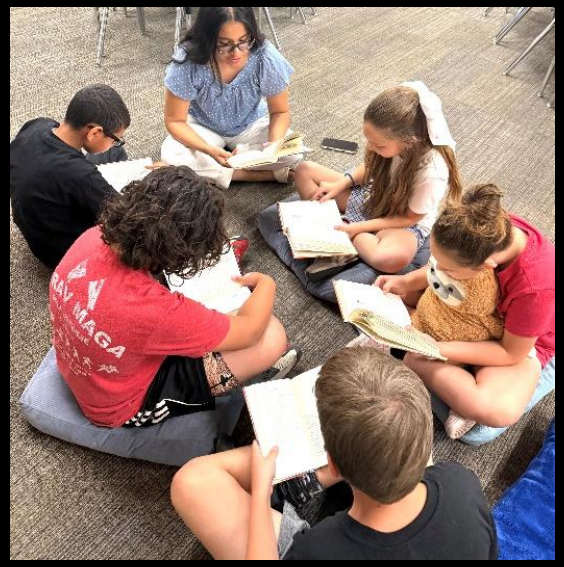


SIERRA VERDE
STEAM ACADEMY
#ANYTHINGISPOSSIBLE

# Rookie of the Year
# Melanie Kleimon

*"My favorite part of my first year was seeing light bulbs go off in students' minds when a lesson clicks. There is something special and exciting when students not only respond to it, but also effectively learn from it."*









# Rookie of the Year

# Kathyrn Santiago

*"Teaching is not just something I do, it is who I am. It drives the way I show up, the way I care, and the way I push myself to do better, all so my students can feel supported, capable and successful."*






# *Rookie of the Year*

# Josh Singleton

*"My role as a CTE teacher is to help students prepare for the workforce, while being a listening ear helps me better understand their personal struggles."*






# "Teaching is a Work of Heart."

# Thanks for joining us!

Charly Filipek, President
Ruben Yanez, Vice President

# "Teaching is a Work of Heart"

DEER VALLEY
Unified School District

Dr. Curtis Finch, Superintendent

DEER VALLEY
Unified School District

# Our Public Meeting Starts Momentarily

*Thank you for joining us tonight!*

*May 12, 2026*

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DEER VALLEY Unified School District

# 2025-2026 M&O BUDGET REPORT - APRIL 2026

| | 2025-26 Budget | Expenses to Date | Encumbrances | Committed Budget Balances | Budget Balance Remaining |
|---|---|---|---|---|---|
| **Certified Staff Contracts** | 111,412,034 | 77,064,935 | 25,259,865 | 7,087,199 | 2,000,035 |
| **Classified Staff Contracts** | 37,796,317 | 34,632,334 | 3,163,983 | - | - |
| **Transportation Payroll** | 6,800,000 | 6,086,583 | 614,078 | - | 99,339 |
| **Addenda** | 4,020,000 | 3,162,784 | 385,370 | 471,846 | - |
| **Vacation/Sick Leave Buy Back** | 1,750,000 | 1,293,516 | 5,623 | - | 450,861 |
| **Certified/Classified Substitutes** | 1,973,446 | 2,395,425 | 15,791 | - | (437,770) |
| **Health/Dental Insurance** | 23,230,269 | 16,114,032 | 7,116,237 | - | - |
| **Social Security** | 12,437,012 | 9,307,654 | 285,168 | 2,654,586 | 189,604 |
| **State Retirement** | 18,900,216 | 14,990,340 | 437,608 | 3,052,476 | 419,792 |
| **Workers Comp/ST Disability** | 1,600,000 | 1,600,000 | - | - | - |
| **School Discretionary/CIT** | 3,058,290 | 3,253,248 | 747,068 | - | (942,026) |
| **Department Budgets** | 2,884,043 | 1,000,604 | 382,836 | 1,500,603 | - |
| **Facilities Budget** | 1,698,660 | 1,224,562 | 727,897 | - | (253,799) |
| **Transportation Budget** | 3,500,000 | 3,393,665 | 1,597,573 | - | (1,491,238) |
| **School Copier Maint. Agreements** | 400,000 | 209,639 | 190,361 | - | - |
| **Property/Liability Insurance** | 3,250,000 | 3,000,000 | - | 250,000 | - |
| **Spec Ed Tuition** | 2,500,000 | 1,400,178 | 1,047,690 | 50,000 | 2,132 |
| **Utilities** | 14,632,200 | 8,797,123 | 4,068,198 | 475,168 | 1,291,711 |
| | 251,842,487 | 188,926,622 | 46,045,346 | 15,541,878 | 1,328,641 |
| Exoected May Budget Revision | 2,964,004 | | | | |
| One Time Pay | (4,000,000) | | | | |
| Projected Carryforward | | | | | 202,645 |

DEER VALLEY UNIFIED SCHOOL DISTRICT #97
STUDENT ACTIVITIES FUNDS-APRIL 2026

| School | Beginning Balance | Revenue | Expenditures | Ending Balance |
|---|---|---|---|---|
| Anthem | $ 35,238.45 | $ 368.00 | $ 1,120.90 | $ 34,485.55 |
| Arrowhead | 6695.70 | 0.00 | (446.68) | 7142.38 |
| Canyon Springs | 46714.23 | 70.00 | 526.58 | 46257.65 |
| Constitution | 5981.72 | 0.00 | (146.22) | 6127.94 |
| Copper Creek | 14993.31 | 0.00 | 98.53 | 14894.78 |
| Deer Valley MS | 16777.28 | 92.90 | 0.00 | 16870.18 |
| Desert Mountain | 21798.36 | 0.00 | 0.00 | 21798.36 |
| Desert Sage | 5943.21 | 2556.59 | (784.25) | 9284.05 |
| Desert Sky | 26914.77 | 3115.53 | 6361.95 | 23668.35 |
| Diamond Canyon | 51044.55 | 815.00 | 693.28 | 51166.27 |
| Esperanza | 9191.45 | 0.00 | 0.00 | 9191.45 |
| Gavilan Peak | 18523.12 | 558.00 | 1422.02 | 17659.10 |
| Greenbrier | 11628.21 | 0.00 | 103.48 | 11524.73 |
| Highland Lakes | 38815.29 | 2656.97 | 272.46 | 41199.80 |
| Hillcrest | 12422.80 | 0.00 | 0.00 | 12422.80 |
| Inspiration Mountain | 29870.18 | 143.39 | 2846.72 | 27166.85 |
| Las Brisas | 13955.97 | 76.00 | 0.00 | 14031.97 |
| Legend Springs | 30932.64 | 0.00 | 10494.47 | 20438.17 |
| Mirage | 11568.42 | 0.00 | 91.64 | 11476.78 |
| Mountain Shadows | 7211.50 | 75.00 | 0.00 | 7286.50 |
| New River | 7412.33 | 567.50 | 15.84 | 7963.99 |
| Norterra Canyon | 28507.51 | 409.90 | 1201.23 | 27716.18 |
| Park Meadows | 29610.18 | 428.00 | 3177.24 | 26860.94 |
| Paseo Hills | 13157.76 | 314.40 | 1234.98 | 12237.18 |
| Sierra Verde | 48599.99 | 895.00 | 407.77 | 49087.22 |
| Sonoran Foothills | 23520.89 | 1006.00 | 1469.54 | 23057.35 |
| Stetson Hills | 41501.11 | 17986.15 | 7700.07 | 51787.19 |
| Sunrise | 7427.92 | 60.00 | (206.25) | 7694.17 |
| Sunset Ridge | 24945.16 | 160.00 | 139.82 | 24965.34 |
| Terramar | 22620.14 | 0.00 | 2635.51 | 19984.63 |
| Traditional Academy : | 7147.33 | 0.00 | 312.89 | 6834.44 |
| Union Park | 23392.15 | 1016.00 | 1292.31 | 23115.84 |
| Village Meadows | 5665.64 | 240.00 | 0.00 | 5905.64 |
| Vista Peak | 730.00 | 0.00 | 0.00 | 730.00 |
| West Wing | 40650.48 | 1369.00 | 3918.69 | 38100.79 |
| Barry Goldwater | 190235.62 | 24956.50 | 6176.49 | 209015.63 |
| Boulder Creek | 330029.69 | 67019.10 | 39004.07 | 358044.72 |
| Deer Valley HS | 294159.85 | 29592.83 | 31469.34 | 292283.34 |
| Mountain Ridge | 591521.56 | 30441.93 | 116251.19 | 505712.30 |
| Sandra Day O'Connor | 299423.75 | 101571.53 | 75960.69 | 325034.59 |
| Aspire | 1753.97 | 0.00 | 0.00 | 1753.97 |
| DV Pathways | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | $ 2,448,234.19 | $ 288,561.22 | $ 314,816.30 | $ 2,421,979.11 |

DEER VALLEY UNIFIED SCHOOL DISTRICT #97
AUXILIARY OPERATIONS FUNDS-APRIL 2026

| School | Beginning Cash Balance | Revenue | Expenditures | Ending Cash Balance |
|---|---|---|---|---|
| Anthem | $ 8,031.63 | **$ 3,523.00** | **$ 3,496.28** | $ 8,058.35 |
| Arrowhead | 15360.61 | **1044.19** | **0.00** | 16404.80 |
| Canyon Springs | 18132.47 | **4596.80** | **9429.15** | 13300.12 |
| Constitution | 7505.15 | **0.00** | **146.22** | 7358.93 |
| Copper Creek | 27571.36 | **8132.00** | **5235.04** | 30468.32 |
| Deer Valley MS | 8806.87 | **408.47** | **178.43** | 9036.91 |
| Desert Mountain | 22275.83 | **2996.00** | **1924.93** | 23346.90 |
| Desert Sage | 25457.23 | **14271.73** | **3688.09** | 36040.87 |
| Desert Sky | 17610.81 | **4040.25** | **1862.70** | 19788.36 |
| Diamond Canyon | 100546.13 | **6074.75** | **10371.26** | 96249.62 |
| Esperanza | 3023.44 | **1549.31** | **504.00** | 4068.75 |
| Gavilan Peak | 14200.57 | **7256.00** | **5958.11** | 15498.46 |
| Greenbrier | 9479.29 | **1030.00** | **(190.00)** | 10699.29 |
| Highland Lakes | 48763.59 | **13860.91** | **7040.23** | 55584.27 |
| Hillcrest | 21293.58 | **11705.00** | **3354.29** | 29644.29 |
| Inspiration Mountain | 64390.22 | **10496.00** | **4666.98** | 70219.24 |
| Las Brisas | 40794.44 | **1612.58** | **13781.09** | 28625.93 |
| Legend Springs | 33204.91 | **12576.00** | **5086.50** | 40694.41 |
| Mirage | 17458.26 | **99.95** | **2601.95** | 14956.26 |
| Mountain Shadows | 1138.07 | **207.00** | **90.00** | 1255.07 |
| New River | 2335.25 | **205.00** | **504.00** | 2036.25 |
| Norterra Canyon | 34374.33 | **10389.00** | **4838.27** | 39925.06 |
| Park Meadows | 15102.07 | **572.47** | **920.78** | 14753.76 |
| Paseo Hills | 33919.65 | **5462.14** | **1335.15** | 38046.64 |
| Sierra Verde | 85248.12 | **11066.00** | **12002.31** | 84311.81 |
| Sonoran Foothills | 24135.33 | **13270.26** | **(7255.96)** | 44661.55 |
| Stetson Hills | 39510.62 | **13953.00** | **4089.41** | 49374.21 |
| Sunrise | 12127.60 | **1891.99** | **116.10** | 13903.49 |
| Sunset Ridge | 18592.33 | **5664.55** | **4605.64** | 19651.24 |
| Terramar | 34690.24 | **20332.13** | **14009.64** | 41012.73 |
| Traditional Academy at Bellair | 6151.17 | **850.00** | **222.79** | 6778.38 |
| Union Park | 28504.77 | **24526.84** | **6534.00** | 46497.61 |
| Village Meadows | 2537.55 | **0.00** | **0.00** | 2537.55 |
| Vista Peak | 56.09 | **0.00** | **0.00** | 56.09 |
| West Wing | 26649.46 | **19454.00** | **20318.71** | 25784.75 |
| Barry Goldwater | 11175.10 | **12308.17** | **18495.81** | 4987.46 |
| Boulder Creek | 461723.70 | **36208.06** | **24173.16** | 473758.60 |
| Deer Valley HS | 256416.43 | **31131.93** | **15003.98** | 272544.38 |
| Mountain Ridge | 524711.65 | **84718.17** | **36437.74** | 572992.08 |
| Sandra Day O'Connor | 106746.81 | **43939.72** | **45979.95** | 104706.58 |
| Aspire | 125342.27 | **190299.00** | **47203.37** | 268437.90 |
| DV Pathways | 85347.13 | **3900.00** | **0.00** | 89247.13 |
| Total | $ 2,440,442.13 | $ 635,622.37 | $ 328,760.10 | $ 2,747,304.40 |

# K-8 Spanish Curriculum Adoption

DEER VALLEY UNIFIED SCHOOL DISTRICT
Board Meeting
April 28, 2024

# COMMITTEE MEMBERS

**CIA Department**
Dr. Ambre Lenker
Katarina Zelenovic

**Parents**
Ivette Olivares
Natalie Quiñonez
Brianna Wilks

**Teachers**
Zaida Linares
Jennifer Andrade
Orlinda Tolino
LaRae Klay

**Campus Administrators**
Lauren Ghanooni

**Community member**
Linda Alameda
Maryuri Bardales

# PURPOSE

The Spanish Curriculum Adoption Committee was charged with recommending new Spanish Language Arts curricular materials that support language acquisition and proficiency in listening, speaking, reading, and writing for K-8 Dual Language Immersion students.



# SPANISH ADOPTION PROCESS

| | |
|---|---|
| 8/8/25 | Submitted committee paperwork |
| 9/10/25 | Recruited committee of stakeholders |
| 9/16/25 | Developed rubric to evaluate materials |
| 10/21/25 | Initial evaluation of materials |
| 11/3/25 | Began public review |

| | |
|---|---|
| 11/17/25 | Vendor Presentations |
| 2/3/26 | Review of feedback |
| 2/3/26 | Determined final recommendation |
| 4/28/26 | Governing Board Preview |
| 5/12/26 | Governing Board Action |

# RATIONALE FOR RECOMMENDATION

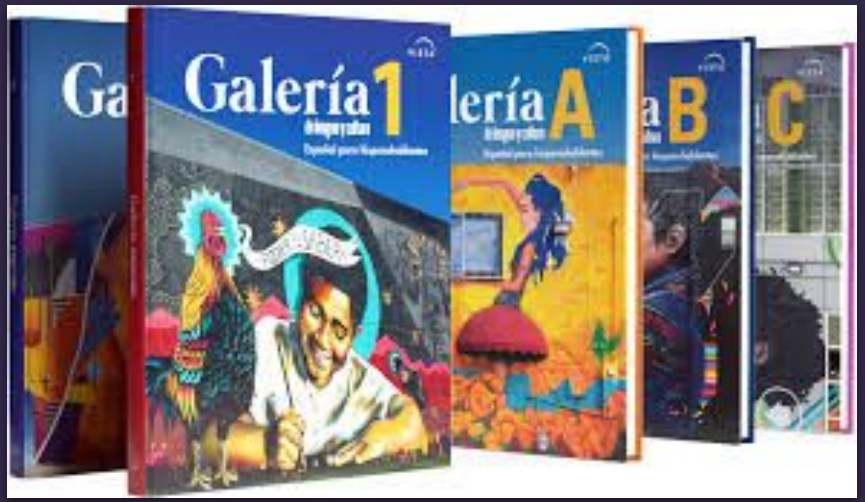
- **Standards -** Aligned to state and national standards
- **Content -** Instructional components for reading comprehension, writing, listening, and speaking
- **Delivery Format -** Interactive digital platform & printable materials
- **Technology -** Innovative, user-friendly, compatible with DVUSD, 7+ year licenses
- **Organization -** Supports teachers in lesson & unit planning, leveled readers and appropriate scaffolding
- **Differentiation -** Intervention and enrichment to meet the needs of diverse learners
- **Assessment Program -** Robust, adaptive, easy for teachers to analyze data and monitor progress, easy for students to understand their proficiency level

# Recommendation for Spanish Language Arts K-5






# Recommendation for Spanish Language Arts 6-8



# FISCAL IMPLICATIONS
## 7 YEAR ADOPTION

| | |
|---|---|
| Print Materials & Digital Licenses | $199,742.90 |
| Workbook Print Rights | $16,030.00 |
| Est. Shipping | $1,271.85 |
| Est. Tax | $12,230.97 |
| TOTAL | **$229,275.72** |

# ¡GRACIAS!







Student Travel for May 12, 2026 Governing Board Meeting

| School | Date(s) of Travel | Name of Event | Location | Fiscal Impact at no Cost to District | Description | Rationale |
|---|---|---|---|---|---|---|
| BCHS | 7/17-7/20/2026 | BCHS Football Camp | Thousand Oaks, CA | $ 60,000.00 | BCHS Football Team | The Boulder Creek Football Team is attending team camp to strengthen camaraderie, develop leadership and build trust among players and coaches. |
| Legend Springs | 2/8-2/10/2027 | Chapel Rock Science Camp | Prescott, AZ | $ 22,418.00 | Legend Springs 6th Grade | To offer hands on science activities the supplement the sixth grade curriculum as well as activities that are designed to build self esteem and trust. |
| SDOHS | 7/23-7/26/26 | SDOHS Football Camp | Payson, AZ | $ 45,000.00 | SDOHS Football Team | To prepare for the 2026 football season. |

| Board Date | Board Action | Position Category | Name | DAC | FTE | Position Status | Description | Effective |
|---|---|---|---|---|---|---|---|---|
| **ABANDONMENT OF CONTRACT - CERTIFIED** | | | | | | | | |
| 05/12/2026 | Abandonment | CERTIFIED | AZHOCAR, MATTHEW RAFAEL | ESPERANZA | 1.0000 | Closed | TEACHER GRADE 6 | 04/24/2026 |
| 05/12/2026 | Abandonment | CERTIFIED | MCCLURE, NICOLE R | CONSTITUTION | 1.0000 | Closed | TEACHER KINDERGARTEN | 04/17/2026 |
| | | | | | | | | |
| | | | | | | | | |
| **NEW HIRES - CLASSIFIED** | | | | | | | | |
| 05/12/2026 | New Hire | CLASSIFIED | ALVAREZ, MADELYN ELIZABETH | COMMUNITY EDUCATION | 0.3750 | Open | SW-COMM ED INST ASST BA | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | BEGLEY, ALEXANDRA MARIE | PASEO HILLS | 0.8438 | Open | PARAPRO SPED HQ | 04/22/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | BELTRAN FELIX, JESUS ARNOLDO | SUNSET RIDGE | 1.0000 | Open | CUSTODIAN II DAY-NT | 04/27/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | BLACKMAN, LEAH | WEST WING | 0.2500 | Open | MONITOR | 04/29/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | D'ANGELO, ANGELINA SONIA | STETSON HILLS | 1.0000 | Open | CUSTODIAN II DAY-NT | 04/23/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | FIGUEROA, ARIANA JOANNA | COMMUNITY EDUCATION | 1.0000 | Open | COMM ED ACCT CLERK I | 04/29/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | FREEMAN, STEVE D | HIGHLAND LAKES | 0.1250 | Open | CROSSING GUARD | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | HEALTH, TRINITY RAYNE | GAVILAN PEAK | 0.1563 | Open | CROSSING GUARD | 05/13/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | LEMMERZ, ALYSSA LYNN | GAVILAN PEAK | 0.8438 | Open | PARAPRO SPED | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | LEVENDOSKY, EMMA | SONORAN FOOTHILLS | 0.8438 | Open | PARAPRO SPED | 04/29/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | LONG, THAYDEN A | ARROWHEAD | 0.2500 | Open | CROSSING GUARD | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | MARGOLIES, ELAINA M | HIGHLAND LAKES | 0.8438 | Open | PARAPRO SPED | 04/29/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | RELPH, ROCKY JORDAN | TRANSPORTATION | 0.7500 | Open | TRANS BUS ASSISTANT | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | SAMPLEY, SOPHIA MARIE | COMMUNITY EDUCATION | 0.3750 | Open | SW-COMM ED INST ASST BA | 05/13/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | SHAUGHNESSY, STEPHANIE ANN | DEER VALLEY HS | 0.7500 | Open | FOOD & NUTR WORKER II | 05/06/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | WHITNEY, ALISSA MICHELLE | LEGEND SPRINGS | 0.2500 | Open | MONITOR | 04/29/2026 |
| | | | | | | | | |
| | | | | | | | | |
| **RESIGNATIONS/NON-RENEWALS/TERMINATIONS - CLASSIFIED** | | | | | | | | |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | BARNES, MAKYLEE M | BARRY GOLDWATER HS | 0.5000 | Closed | FOOD & NUTR WORKER II | 05/01/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | BENYAMEN, GORGEES WELSON | TRANSPORTATION | 0.7500 | Closed | TRANS BUS DRIVER | 04/30/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | BURTON, EBONE DAWN | VISTA PEAK | 0.8750 | Closed | BEHAVIORAL TECHNICIAN | 04/08/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | BYRNE-COWAN, ADRIAN | SUNSET RIDGE | 1.0000 | Closed | CUSTODIAN II DAY-NT | 04/23/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | CALDWELL, ALYSSA | GAVILAN PEAK | 0.1563 | Closed | CROSSING GUARD | 04/17/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | CRITTENDEN, REANNA RAE | WEST WING | 0.8438 | Closed | PARAPRO SPED | 04/17/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | CROUCH, MICHAEL LEE | INSPIRATION MOUNTAIN | 0.2500 | Closed | MONITOR | 05/01/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | GONZALEZ, AARON FRANCISCO | SANDRA DAY OCONNOR HS | 0.4375 | Closed | SW-CUSTODIAN II DAY-NT | 04/28/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | KYZRODEVA, IRINA | DEER VALLEY HS | 0.5000 | Closed | CUSTODIAN II DAY-NT | 04/07/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | MOVSESYAN, SILVA | COMMUNITY EDUCATION | 0.6250 | Closed | COMM ED INST ASST BA | 05/01/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | RASCON, SEBASTIAN | FACILITIES | 1.0000 | Closed | MNT III DISTRICT OFFICE | 05/01/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | RIVAS, PAOLETH | COMMUNITY EDUCATION | 0.3750 | Closed | COMM ED INST ASST BA | 04/02/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | ROVETO, ROBERT R | FACILITIES | 1.0000 | Closed | NIGHT SECURITY | 06/27/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | TEJADA, ANGELINA F | GREENBRIER | 1.0000 | Closed | CUSTODIAN II DAY-NT | 05/22/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | WILSON, CHARLES M | SANDRA DAY OCONNOR HS | 0.8438 | Closed | PARAPRO SPED | 04/17/2026 |
| 05/12/2026 | Resignation/Termination | CLASSIFIED | WOLFER, ROBERTA L | TRANSPORTATION | 1.0000 | Closed | TRANS BUS DRIVER | 04/27/2026 |
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| **TRANSFER-CHANGE IN CATEGORY-CERTIFIED** | | | | | | | | |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | KINDLER, JOHN D | WEST WING | 1.0000 | Closed | GUEST INSTRUCTOR | 04/22/2026 |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | KINDLER, JOHN D | WEST WING | 1.0000 | Open | TEACHER GRADE 7 MATH | 04/23/2026 |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | STREETY, ARILYN I | BARRY GOLDWATER HS | 1.0000 | Open | TEACHER ENGLISH | 04/15/2026 |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | STREETY, ARILYN I | BARRY GOLDWATER HS | 1.0000 | Closed | GUEST INSTRUCTOR | 04/14/2026 |
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| **TRANSFERS/REASSIGNMENTS-CERTIFIED - (change in compensation)** | | | | | | | | |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED-6/5TH | GAYE, NDEYE ABY | MOUNTAIN RIDGE HS | 0.2000 | Open | TEACHER FOREIGN LANGUAGE | 04/29/2026 |
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| **TRANSFERS/REASSIGNMENTS - CLASSIFIED - (change in compensation)** | | | | | | | | |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ALDANA-BELTRAN, ROCIO D | HEADSTART OFFICE | 1.0000 | Open | HEAD START INSTRUCTOR EC | 04/17/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ALDANA-BELTRAN, ROCIO D | HEADSTART OFFICE | 1.0000 | Closed | HEAD START INST ASST EC | 04/16/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ALKHAFAJI, MOHAMAD FARIS | COMMUNITY EDUCATION | 0.6250 | Open | COMM ED INST ASST BA | 04/29/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ALKHAFAJI, MOHAMAD FARIS | COMMUNITY EDUCATION | 0.3750 | Closed | COMM ED INST ASST BA | 04/28/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ANDERSON, ANDY ELOY | VILLAGE MEADOWS | 1.0000 | Open | MNT IV PLANT FOREMAN | 05/22/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ANDERSON, ANDY ELOY | GREENBRIER | 0.8438 | Closed | PARAPRO SPED HQ | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | HUSSAIN, RISHMA | DEER VALLEY HS | 0.7500 | Open | FOOD & NUTR WORKER II | 04/27/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | IORIO, MARILYN B | HIGHLAND LAKES | 0.2188 | Open | CROSSING GUARD | 04/27/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | KLEIN, ROBERT JARED | DESERT SKY | 1.0000 | Open | MNT IV PLANT FOREMAN | 04/29/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | KLEIN, ROBERT JARED | DESERT SKY | 1.0000 | Closed | MNT I MIDDLE SCHOOL | 04/28/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | MCFADDEN, DAVID LEWIS | TRANSPORTATION | 0.8125 | Open | TRANS BUS ASSISTANT | 04/15/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | OELSCHLAGER, TAGGERT DEAN | FACILITIES | 1.0000 | Open | MNT IV PRVNT MNT TECH | 05/06/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | OELSCHLAGER, TAGGERT DEAN | DIAMOND CANYON | 1.0000 | Closed | CUSTODIAN II DAY-NT | 05/05/2026 |
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| **LEAVES-CERTIFIED** | | | | | | | | |
| 05/12/2026 | Leaves | CERTIFIED | SHAFER, MARGIE LOIS | MOUNTAIN RIDGE HS | 1.0000 | Open | TEACHER FOREIGN LANGUAGE | 04/27/2026-05/22/2026 |
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| **LEAVES-CLASSIFIED** | | | | | | | | |
| 05/12/2026 | Leaves | CLASSIFIED | LEVINSON, DIANE SUZANNE | DESERT SKY | 0.8438 | Open | PARAPRO SPED HQ | 05/04/2026-05/15/2026 |
| 05/12/2026 | Leaves | CLASSIFIED | LEWIS, JORDAN R | WEST WING | 0.8438 | Open | PARAPRO SPED | 04/24/2026-05/21/2026 |
| 05/12/2026 | Leaves | CLASSIFIED | RANGEL, DEBORAH J | PENDING | 0.7500 | Open | FOOD & NUTR WORKER IV | 04/23/2026-05/21/2026 |
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| | | | | **HUMAN RESOURCES CHANGES 2026-2027 SCHOOL YEAR** | | | | |
| **NEW HIRES - ADMINISTRATIVE** | | | | | | | | |
| 05/12/2026 | New Hire | ADMIN | RITUPER, KATIE | SANDRA DAY OCONNOR HS | 1.0000 | Open | ASST PRINCIPAL HS | 07/17/2026 |
| 05/12/2026 | New Hire | ADMIN | VARGAS, CHRISTINA | LEGEND SPRINGS | 0.5000 | Open | ASST PRINCIPAL K-6 | 07/17/2026 |
| 05/12/2026 | New Hire | ADMIN | VARGAS, CHRISTINA | LAS BRISAS | 0.5000 | Open | ASST PRINCIPAL K-6 | 07/17/2026 |
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| **NEW HIRES - CERTIFIED** | | | | | | | | |
| 05/12/2026 | New Hire | CERTIFIED | AMARIS, NORMA L | UNION PARK | 1.0000 | Open | TEACHER GRADE 7 IMMERSION | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BALOG, BRITTANY R | LAS BRISAS | 1.0000 | Open | TEACHER GIFTED | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BALT, ADDYSON | SONORAN FOOTHILLS | 1.0000 | OPEN | TEACHER GRADE 4 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BANG, SHELBY | SUNRISE | 1.0000 | OPEN | TEACHER GRADE 6 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BOODEN, JESSICA | BARRY GOLWATER HS | 1.0000 | OPEN | HISTORY | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BRASHEARS, DANIELLE M | CANYON SPRINGS | 1.0000 | Open | TEACHER GRADE 2 | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | BUTLER, ANDREA | DESERT SKY | 1.0000 | OPEN | TEACHER GRADE 7 ELA | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | CAMPBELL, KATIE | DESERT MOUNTAIN | 1.0000 | OPEN | TEACHER OF SCORE PROGRAM | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | CARROLL, MELISSA | DEER VALLEY HS | 1.0000 | OPEN | TEACHER SPECIAL ED | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFED | CAVALARI, JESSICA | TRADITIONAL ACADEMY OF BELLAIR | 1.0000 | OPEN | TEACHER GRADE 6 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | CHRISTNER, MAKAILA | UNION PARK | 1.0000 | OPEN | TEACHER GRADE 2 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | CONNER, BRIAN | LAS BRISAS | 1.0000 | OPEN | NURSE HEALTH CENTERRN | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | CYGA, BAILEY | SONORAN FOOTHILLS | 1.0000 | OPEN | TEACHER GRADE 8 MATH | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | DAFT, RENEE | DEER VALLEY HS | 1.0000 | OPEN | NURSE HEALTH CENTER RN/BA | 07/22/2026 |
| 05/12/2026 | New Hire | CERTIFIED | DAHLKE, NICOLE | DEER VALLEY MIDDLE SCHOOL | 1.0000 | OPEN | TEACHER SPED | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | DOYLE, LAURA | SONORAN FOOTHILLS | 1.0000 | OPEN | TEACHER ART | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | FINN, CANDY | DIAMOND CANYON | 0.6000 | OPEN | TEACHER PE | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | FISHER, JADYN | SONORAN FOOTHILLS | 1.0000 | OPEN | TEACHER GRADE 6 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | FOSTER, JACKIE | DIAMOND CANYON | 1.0000 | OPEN | TEACHER GRADE 3 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | FRECHETTE, BETHENY | DEER VALLEY MIDDLE SCHOOL | 1.0000 | OPEN | TEACHER SPED | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | FREESH, KOLBY | SONORAN FOOTHILLS | 1.0000 | OPEN | TEACHER GRADE 3 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFED | GARRIGAN, KAYLEE | DESERT SKY | 1.0000 | OPEN | TEACHER GRADE 7 MATH | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | GREGOROVIC, CHRISTOPHER | BARRY GOLWATER HS | 1.0000 | OPEN | CTE FAMILY & CONSUMER SCIENCE | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | HORWARTH, EMILY ATHERTON | HEAD START | 1.0000 | OPEN | TEACHER EARLY CHILDHOOD | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | KONTJE, KAITLYN P | SUNRISE | 1.0000 | OPEN | TEACHER GRADE 6 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | MACDONALD, BONNIE F | DESERT MOUNTAIN | 1.0000 | OPEN | TEACHER SPECIAL ED | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | MEZA, JUSTIN M | DESERT MOUNTAIN | 1.0000 | OPEN | TEACHER SPECIAL ED | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | MILEM, MICHAELA | SUNRISE | 1.0000 | OPEN | KINDER | 07/24/2026 |
| 05/12/2026 | NEW HIRE | CERTIFIED | NOLAN, ABBEY | NEW RIVER | 1.0000 | OPEN | TEACHER GRADE 4 | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | NUTTER, JULIE M | BARRY GOLWATER HS | 1.0000 | OPEN | ECONOMICS | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | RAMSEY, NURSE | COPPER CREEK | 1.0000 | OPEN | NURSE | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | ROBINSON, ERIN | STUDENT SUPPORT SERVICES | 1.0000 | Open | OCCUPATIONAL THERAPIST | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | SMITH, PATRICK | TERRAMAR | 1.0000 | OPEN | TEACHER GRADE 7-8 SOCIAL STUDIES | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | TAYLOR, KATRIN NIESES | DESERT MOUNTAIN | 1.0000 | OPEN | KINDERGARTEN | 07/24/2026 |
| 05/12/2026 | New Hire | CERTIFIED | TWILLING, HARRISON BASS | DEER VALLEY HS | 1.0000 | Open | TEACHER SOCIAL STUDIES | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | WALKER, JESSICA N | LAS BRISAS | 1.0000 | Open | TEACHER KINDERGARTEN | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | WANN, PATTI A | MIRAGE | 0.2000 | Open | TEACHER GIFTED | 07/28/2026 |
| 05/12/2026 | New Hire | CERTIFIED | WARREN, KAECEE | MOUNTAIN SHADOWS | 1.0000 | OPEN | TEACHER SPECIAL ED PREK | 07/24/2026 |
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| **NEW HIRES - CLASSIFIED** | | | | | | | | |
| 05/12/2026 | New Hire | CLASSIFIED | BIGGS, HAILEY | MOUNTAIN SHADOWS | 6.7500 | OPEN | BEHAVIORAL TECHNICIAN | 07/30/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | DEEMER, NATALIE | NORTERRA CANYON | 6.7500 | OPEN | BEHAVIOR TECH SCORE | 07/30/2026 |
| 05/12/2026 | New Hire | CLASSIFIED | LEE, HANNAH | MOUNTAIN SHADOWS | 6.7500 | OPEN | BEHAVIORAL TECHNICIAN | 07/30/2026 |
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| **TRANSFER-CHANGE IN CATEGORY-CERTIFIED** | | | | | | | | |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | ALLEN, AVERY LYNN | DIAMOND CANYON | 1.0000 | Open | TEACHER GRADE 6 | 07/24/2026 |
| 05/12/2026 | Transfer - Change in Category | CLASSIFIED | ALLEN, AVERY LYNN | CURRICULUM INSTRUCTION AND ASSESSMENT | 0.8750 | Closed | INST ASST ELEM EL | 05/22/2026 |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | COMER, ERIC C | BARRY GOLDWATER HS | 1.0000 | Open | TEACHER SCIENCE | 07/28/2026 |
| 05/12/2026 | Transfer - Change in Category | CERTIFIED | SHAFFER, AARON | SANDRA DAY OCONNOR HS | 1.0000 | Open | TEACHER SPECIAL ED | 07/24/2026 |
| 05/12/2026 | Transfer - Change in Category | CLASSIFIED | SHAFFER, AARON | SANDRA DAY OCONNOR HS | 0.8438 | Closed | PARAPRO SPED | 05/21/2026 |
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| **TRANSFERS/REASSIGNMENTS-CERTIFIED - (change in compensation)** | | | | | | | | |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | BALDWIN, RHONDA S | CURRICULUM INSTRUCTION AND ASSESSMENT | 1.0000 | Open | K-5 CIA LITERACY COACH | 07/22/2026 |

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| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | BALDWIN, RHONDA S | PARK MEADOWS | 1.0000 | Closed | TEACHER TITLE I INSTR COACH | 05/22/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | BENNETT, ANGELA L | MOUNTAIN RIDGE HS | 0.6000 | Open | TEACHER FOREIGN LANGUAGE | 07/28/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | BENNETT, ANGELA L | PENDING | 1.0000 | Closed | TEACHER FOREIGN LANGUAGE | 05/22/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | GREEN, LAURIE S | CURRICULUM INSTRUCTION AND ASSESSMENT | 1.0000 | Open | TECHNOLOGY INTEGRATION COACH | 07/22/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | GREEN, LAURIE S | SUNSET RIDGE | 0.6000 | Closed | TEACHER STEM (K-6) | 05/22/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CERTIFIED | REINHARDT, JESSICA LYNNE | STUDENT SUPPORT SERVICES | 0.6000 | Open | OCCUPATIONAL THERAPIST | 07/28/2026 |
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| **TRANSFERS/REASSIGNMENTS - CLASSIFIED - (change in compensation)** | | | | | | | | |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | ALKHAFAJI, MOHAMAD FARIS | COMMUNITY EDUCATION | 0.6250 | Open | COMM ED INST ASST BA | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BEACHAM, BRANDON D | PARK MEADOWS | 0.8438 | Open | PARAPRO SPED HQ | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BEACHAM, BRANDON D | PARK MEADOWS | 0.2500 | Closed | MONITOR | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BEACHAM, BRANDON D | PARK MEADOWS | 0.7500 | Closed | PARAPRO SPED HQ | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BRIDGES, LYNETTE ARLEE | GAVILAN PEAK | 0.8125 | Open | PARAPRO SPED PREK | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BRIDGES, LYNETTE ARLEE | GAVILAN PEAK | 0.2813 | Closed | MONITOR | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BURKE, JAIME LEA | DIAMOND CANYON | 1.0000 | Open | SECRETARY III PRINCIPAL | 07/15/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | BURKE, JAIME LEA | ANTHEM | 0.8125 | Closed | PARAPRO SPED PREK | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | DORAN, CARLYE L | TERRAMAR | 0.8438 | Open | BEHAVIORAL TECHNICIAN | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | HARMAN, PARIS NICOLE | GAVILAN PEAK | 0.8438 | Open | PARAPRO SPED | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | HARMAN, PARIS NICOLE | VISTA PEAK | 0.8750 | Closed | BEHAVIORAL TECHNICIAN | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | HARNER, KASIE BREANN | NEW RIVER | 0.2500 | Closed | FOOD & NUTR WORKER II | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | HARNER, KASIE BREANN | NEW RIVER | 0.8438 | Open | PARAPRO SPED | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | INSERRA, BRANDIE M | TERRAMAR | 0.8438 | Open | BEHAVIORAL TECHNICIAN | 07/30/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | LYDON, STEPHENY W | TRADITIONAL ACADEMY AT BELLAIR | 1.0000 | Open | REGISTRAR ATTND CLERK K-6 | 07/15/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | LYDON, STEPHENY W | TRADITIONAL ACADEMY AT BELLAIR | 0.8438 | Closed | PARAPRO SPED | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | OWEN, TAMMY GAIL | MOUNTAIN RIDGE HS | 1.0000 | Open | CLERK I GENERAL OFFICE | 07/15/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | OWEN, TAMMY GAIL | WEST WING | 0.2500 | Closed | CROSSING GUARD | 05/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | TISCH, CHRISTINE MARIE | DIAMOND CANYON | 0.8750 | Open | CAFETERIA MGR SINGLE SITE | 07/21/2026 |
| 05/12/2026 | Transfer/Reassign-Change in | CLASSIFIED | TISCH, CHRISTINE MARIE | BOULDER CREEK HS | 0.6250 | Closed | FOOD & NUTR WORKER II | 05/21/2026 |
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| **LEAVES-CERTIFIED** | | | | | | | | |
| 05/12/2026-Rescinded | Leaves | CERTIFIED-PLOA | CONNER, HAYLEY QUINN | PENDING | 1.0000 | Open | TEACHER GRADE 2 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | GROSJEAN, NICHOLE MARIE | PENDING | 1.0000 | Open | TEACHER GRADE 5 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | HARTMAN, DANIELLE CHRISTINE | PENDING | 1.0000 | Open | TEACHER GRADE 3 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | HAYDEN, JENNIFER MARIE | PENDING | 1.0000 | Open | TEACHER KINDERGARTEN | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | HUMPHRYES, REBECCA A | PENDING | 1.0000 | Open | TEACHER GRADE 7 SOC STUDIES | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | KENNEMER, LISA MARIE | PENDING | 1.0000 | Open | TEACHER GRADE 1 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | MUDD, BRIAN M | PENDING | 1.0000 | Open | TEACHER PHYSICAL ED | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | ORNOSKI, KENDRA M | PENDING | 1.0000 | Open | TEACHER SPECIAL ED | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | RANKIN, BAILEY THERESE | PENDING | 1.0000 | Open | TEACHER GRADE 8 MATH | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | STEPHAN, JENNIFER | PENDING | 1.0000 | Open | TEACHER GRADE 6 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | YOUNG, KATHERINE | PENDING | 1.0000 | Open | TEACHER GRADE 1 | 07/28/2026-05/26/2027 |
| 05/12/2026 | Leaves | CERTIFIED-PLOA | MOORE, SHIJUN ZHANG | PENDING | 1.0000 | Open | TEACHER MANDARIN IMMERSION | 07/28/2026-05/26/2027 |

Additional Renewal Contract(s) SY2627

| DAC | Name | Contract | Category | Description | Work Calendar | FTE |
|---|---|---|---|---|---|---|
| MOUNTAIN SHADOWS | ATWOOD, ELIZABETH | CERTIFIED 9 MO | CERTIFIED | TEACHER GRADE 5 | 186 | 1.0000 |

# DEER VALLEY UNIFIED SCHOOL DISTRICT
# VOUCHER SUMMARY SHEET
# BOARD DATE 5/12/26

**FISCAL YEAR 2025-26**
**PAYROLL VOUCHER #22**

| Fund # | |
|---|---|
| 001 | $8,488,559.85 |
| 011 | 827,843.90 |
| 020 | 26,259.48 |
| 021 | 15,883.90 |
| 071 | 15,001.93 |
| 110 | 163,461.93 |
| 115 | 3,747.91 |
| 142 | 28,314.64 |
| 160 | 7,627.92 |
| 190 | 6,783.48 |
| 221 | 199,469.52 |
| 222 | 4,073.36 |
| 261 | 15,797.62 |
| 291 | 2,608.46 |
| 312 | 8,626.00 |
| 320 | 55,903.79 |
| 322 | 36,811.71 |
| 325 | 45,312.87 |
| 361 | 3,355.92 |
| 401 | 7,654.27 |
| 456 | 114,311.65 |
| 457 | 17,500.68 |
| 467 | 2,209.51 |
| 470 | 49,369.11 |
| 510 | 305,568.48 |
| 515 | 27,431.99 |
| 520 | 209,965.97 |
| 525 | 11,166.48 |
| 526 | 27,199.89 |
| 527 | 16,426.66 |
| 530 | 534.47 |
| 535 | 119.83 |
| 570 | 21,032.29 |
| 596 | 31,665.90 |
| 630 | 2,322.44 |
| 850 | 7,896.83 |
| 950 | 23,877.27 |
| | **$10,831,697.91** |

**FISCAL YEAR 2025-26**
**EXPENSE VOUCHERS**

| Voucher # | |
|---|---|
| 1372 | $664.33 |
| 1378 | 383.90 |
| 1379 | 178,083.35 |
| 1380 | 66,769.92 |
| 1381 | 175,427.18 |
| 1382 | 429,640.58 |
| 1383 | 104,695.58 |
| 1384 | 595,774.48 |
| 1385 | 350,531.94 |
| 1386 | 1,775.33 |
| 1387 | 822.94 |
| 1388 | 169.00 |
| 1389 | 19,605.10 |
| 1390 | 1,496.69 |
| | **$1,925,840.32** |

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1372 **Voucher Date:** 03/03/2026 Prepared By: Nanci Farhat

*Printed: 03/04/2026 10:43:29 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $664.33 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or X will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack
Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $33.47 |
| 110 | TITLE I | $66.64 |
| 525 | TAX CREDIT | $156.92 |
| 527 | ATHLETICS | $10.89 |
| 530 | GIFTS & DONATIONS | $169.87 |
| 596 | WESTMEC | $98.39 |
| 610 | CAPITAL OUTLAY | $97.94 |
| 850 | STUDENT ACTIVITIES | $30.21 |
| | | **$664.33** |

**Created By:** nfarhat **Posted By:** nfarhat **Date:** 03/03/2026 11:01:02 Page:

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1378 **Voucher Date:** 03/03/2026 Prepared By: Nawal Farhat

*Printed: 03/04/2026 10:47:45 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $383.90 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 110 | TITLE I | $220.26 |
| 610 | CAPITAL OUTLAY | $163.64 |
| | | **$383.90** |

**Created By:** nfarhat **Posted By:** nfarhat **Date:** 03/03/2026 11:02:09 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1379 **Voucher Date:** 03/03/2026 Prepared By: E. Holguin

*Printed: 03/03/2026 07:17:01 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $178,083.35 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or X will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 510 | FOOD SERVICES | $178,083.35 |
| | | **$178,083.35** |

**Created By:** eholguin **Posted By:** eholguin **Date:** 03/03/2026 07:15:51 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1380 **Voucher Date:** 03/03/2026 Prepared By: Brenna B.

*Printed: 03/04/2026 08:12:25 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $66,769.92 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/13/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $42,629.45 |
| 467 | FIRST THINGS FIRST FAMILY RESOURCE CENTER | $878.00 |
| 525 | TAX CREDIT | $3,896.15 |
| 526 | AUXILIARY OPERATIONS | $4,018.76 |
| 527 | ATHLETICS | $1,573.96 |
| 530 | GIFTS & DONATIONS | $140.70 |
| 596 | WESTMEC | $11,478.71 |
| 630 | BOND BUILDING (2019) | $2,116.49 |
| 850 | STUDENT ACTIVITIES | $37.70 |
| | | **$66,769.92** |

**Created By:** babeard **Posted By:** babeard **Date:** 03/03/2026 11:04:49 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1381 **Voucher Date:** 03/03/2026 Prepared By: Gina Meyer

*Printed: 03/04/2026 08:37:52 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $175,427.18 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or X will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $134,246.84 |
| 110 | TITLE I | $478.66 |
| 221 | TITLE VI-B | $7,096.09 |
| 515 | CIVIC CENTER (USE OF FACILITIES) | $144.83 |
| 526 | AUXILIARY OPERATIONS | $7,879.59 |
| 527 | ATHLETICS | $5,678.89 |
| 530 | GIFTS & DONATIONS | $600.00 |
| 596 | WESTMEC | $449.45 |
| 610 | CAPITAL OUTLAY | $1,607.58 |
| 630 | BOND BUILDING (2019) | $13,411.96 |
| 850 | STUDENT ACTIVITIES | $3,833.29 |
| | | **$175,427.18** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/03/2026 10:49:09 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1382 **Voucher Date:** 03/03/2026 Prepared By: Stephanie Todd

*Printed: 03/04/2026 08:21:20 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $429,640.58 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack
Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $386,414.79 |
| 142 | TITLE II | $55.77 |
| 221 | TITLE VI-B | $5,247.40 |
| 222 | PRESCHOOL | $1,255.65 |
| 261 | CARL PERKINS 23/24 | $285.16 |
| 320 | HEADSTART-(HS) | $2,511.31 |
| 322 | EARLY HEADSTART PROGRAM (ES) | $1,255.66 |
| 325 | TRANSITION SCHOOL TO WORK (TSW) | $386.35 |
| 510 | FOOD SERVICES | $3,435.79 |
| 515 | CIVIC CENTER (USE OF FACILITIES) | $49.65 |
| 520 | COMMUNITY SCHOOL | $1,909.35 |
| 526 | AUXILIARY OPERATIONS | $14,707.13 |
| 527 | ATHLETICS | $600.00 |
| 530 | GIFTS & DONATIONS | $450.00 |
| 596 | WESTMEC | $2,306.34 |
| 610 | CAPITAL OUTLAY | $2,614.73 |
| 630 | BOND BUILDING (2019) | $4,149.19 |
| 950 | PRINT SHOP | $2,006.31 |
| | | **$429,640.58** |

**Created By:** sltodd **Posted By:** sltodd **Date:** 03/03/2026 10:57:57 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1383 **Voucher Date:** 03/03/2026 Prepared By: Julianne Malis

*Printed: 03/04/2026 10:52:02 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $104,695.58 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or X will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $56,258.62 |
| 322 | EARLY HEADSTART PROGRAM (ES) | $350.00 |
| 467 | FIRST THINGS FIRST FAMILY RESOURCE CENTER | $250.00 |
| 515 | CIVIC CENTER (USE OF FACILITIES) | $496.74 |
| 520 | COMMUNITY SCHOOL | $5,962.50 |
| 525 | TAX CREDIT | $3,276.23 |
| 526 | AUXILIARY OPERATIONS | $7,529.57 |
| 527 | ATHLETICS | $14,112.49 |
| 530 | GIFTS & DONATIONS | $755.03 |
| 555 | LOST BOOK | $221.58 |
| 596 | WESTMEC | $2,198.53 |
| 610 | CAPITAL OUTLAY | $5,966.40 |
| 630 | BOND BUILDING (2019) | $3,353.62 |
| 850 | STUDENT ACTIVITIES | $3,167.38 |
| 950 | PRINT SHOP | $796.89 |
| | | **$104,695.58** |

**Created By:** jmalis **Posted By:** jmalis **Date:** 03/03/2026 10:58:45 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1384 **Voucher Date:** 03/03/2026 Prepared By: Carolyn Hembree

*Printed: 03/04/2026 08:43:23 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $595,774.48 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $83,991.15 |
| 110 | TITLE I | $331.58 |
| 221 | TITLE VI-B | $2,316.33 |
| 291 | DIRECT SERVICE CLAIMING (DSC) | $7,645.75 |
| 320 | HEADSTART-(HS) | $698.00 |
| 510 | FOOD SERVICES | $20,200.87 |
| 515 | CIVIC CENTER (USE OF FACILITIES) | $991.38 |
| 520 | COMMUNITY SCHOOL | $764.05 |
| 525 | TAX CREDIT | $8,690.24 |
| 526 | AUXILIARY OPERATIONS | $625.00 |
| 530 | GIFTS & DONATIONS | $468.63 |
| 596 | WESTMEC | $420,777.46 |
| 610 | CAPITAL OUTLAY | $5,452.20 |
| 630 | BOND BUILDING (2019) | $35,210.51 |
| 850 | STUDENT ACTIVITIES | $7,611.33 |
| | | **$595,774.48** |

**Created By:** clhembree **Posted By:** clhembree **Date:** 03/03/2026 10:59:40 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1385 **Voucher Date:** 03/03/2026 Prepared By: Nfarhat

*Printed: 03/04/2026 09:57:15 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $350,531.94 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $317,601.96 |
| 163 | STRONGER CONNECTIONS GRANT | $14,895.42 |
| 221 | TITLE VI-B | $98.78 |
| 520 | COMMUNITY SCHOOL | $198.32 |
| 525 | TAX CREDIT | $9,146.44 |
| 526 | AUXILIARY OPERATIONS | $3,679.48 |
| 527 | ATHLETICS | $1,020.00 |
| 530 | GIFTS & DONATIONS | ($52.42) |
| 596 | WESTMEC | $1,757.73 |
| 610 | CAPITAL OUTLAY | $132.06 |
| 850 | STUDENT ACTIVITIES | $2,054.17 |
| | | **$350,531.94** |

**Created By:** nfarhat **Posted By:** nfarhat **Date:** 03/03/2026 11:05:46 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1386 **Voucher Date:** 03/05/2026 Prepared By: Gina Meyer

*Printed: 03/05/2026 11:27:07 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $1,775.33 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $21.83 |
| 520 | COMMUNITY SCHOOL | $154.71 |
| 530 | GIFTS & DONATIONS | $533.93 |
| 610 | CAPITAL OUTLAY | $87.35 |
| 850 | STUDENT ACTIVITIES | $977.51 |
| | | **$1,775.33** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/05/2026 11:26:33 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1387 **Voucher Date:** 03/05/2026 Prepared By: Gina Meyer

*Printed: 03/05/2026 11:28:04 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $822.94 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 520 | COMMUNITY SCHOOL | $822.94 |
| | | **$822.94** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/05/2026 11:27:38 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1388 **Voucher Date:** 03/05/2026 Prepared By: Gina Meyer

*Printed: 03/05/2026 11:29:08 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $169.00 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 325 | TRANSITION SCHOOL TO WORK (TSW) | $169.00 |
| | | **$169.00** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/05/2026 11:28:34 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1389 **Voucher Date:** 03/05/2026 Prepared By: Gina Meyer

*Printed: 03/05/2026 11:30:12 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $19,605.10 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $1,412.94 |
| 515 | CIVIC CENTER (USE OF FACILITIES) | $652.82 |
| 525 | TAX CREDIT | $553.71 |
| 526 | AUXILIARY OPERATIONS | $4,521.44 |
| 527 | ATHLETICS | $71.43 |
| 530 | GIFTS & DONATIONS | $767.78 |
| 535 | CTE PROJECTS | $1,971.39 |
| 850 | STUDENT ACTIVITIES | $9,653.59 |
| | | **$19,605.10** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/05/2026 11:29:38 Page: 1

# DEER VALLEY UNIFIED SCHOOL DISTRICT #97 VOUCHER

**Voucher No:** 1390 **Voucher Date:** 03/05/2026 Prepared By: Gina Meyer

*Printed: 03/05/2026 11:31:09 AM*

DEER VALLEY UNIFIED SCHOOL DISTRICT #97 is hereby authorized to draw warrants against DEER VALLEY UNIFIED SCHOOL DISTRICT #97 funds for the sum of $1,496.69 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify by my original signature below that this claim is just and correct, and the services and/or materials herein represented have been received and that the claim: ___was approved at a public meeting of the governing board on _____(A.R.S. 15-304), or _X_ will be ratified at the next regular or special meeting of the governing board on 5/12/2026 in accordance with the procedures of A.R.S. 15-321 All items are properly coded and not in excess of the budget. Itemized invoices accompany these vouchers. All employees and officials have on file an oath in compliance with ARS 38-231.

Dr. Karen C. Pack

Dr. Karen C Pack Vice President

DEER VALLEY UNIFIED SCHOOL DISTRICT #97

| Fund | | Amount |
|---|---|---|
| 001 | GENERAL OPERATING | $310.77 |
| 526 | AUXILIARY OPERATIONS | $207.20 |
| 527 | ATHLETICS | $194.40 |
| 850 | STUDENT ACTIVITIES | $784.32 |
| | | **$1,496.69** |

**Created By:** gmeyer **Posted By:** gmeyer **Date:** 03/05/2026 11:30:40 Page: 1

# DONATIONS

$2,500 donated by Brooks Maschmeier Foundation by way of the Arizona Community Foundation to Sandra Day O'Connor High School to be used towards the Athletic Program.

Three (3) new pole-vaulting poles donated by James Grant to Barry Goldwater High School to be used by the Track & Field Program – Value $3,184.76.

Three (3) Lifepro TrimLite Vibration Plate Exercise Machines with handlebars donated by Donors Choose to Constitution Elementary School to be used by the Early Childhood Preschool Classroom for sensory needs of students – Value $474.76.

$17,582 donated by National Food Group to the Food & Nutrition Department to be used to reduce meal account debt at Villages Meadows, Norterra Canyon, Sonoran Foothills, and Union Park Schools.

**DEER VALLEY SCHOOL DISTRICT**
**PAYROLL/BENEFITS DEPARTMENT**
**ADDENDAS**
**BOARD DATE 5/12/26**

| Name | School | Duty | Amount |
|---|---|---|---|
| **IBN** | | | |
| ADAMS, DENISE | GREENBRIER | 504 COORDINATOR | $1,000.00 |
| ARMER, SALLY | CONSTITUTION | EXTRA DAYS NURSE (4 DAYS) | 1,244.64 |
| BONE, TINA | BARRY GOLDWATER | EXTRA DAYS COUNSELOR (3 DAYS) | 954.57 |
| DAVIS-DALE, ALEXUS | BARRY GOLDWATER | ASST TRACK COACH | 3,973.00 |
| DOUGLAS-SALISBURY, COURTENAY | BARRY GOLDWATER | EXTRA DAYS COUNSELOR (2 DAYS) | 828.16 |
| GALINDO, PATRICIA | BARRY GOLDWATER | EXTRA DAYS COUNSELOR (2 DAYS) | 666.12 |
| HANSEN, JAIME | CANYON SPRINGS | CORE/TEAM LEADER - 8TH GR (SPLIT) | 178.55 |
| SLONE, TERESA | HILLCREST | EXTRA DAYS NURSE (1 DAY) | 300.33 |
| | | **SUB TOTAL - IBN** | **$9,145.37** |
| **N0N-IBN** | | | |
| BARRON, JILL | NORTERRA CANYON | K-8 TRACK COACH-MS FEEDER PROGRAM (ASST) | $1,500.00 |
| BAYUS, LOGAN | SANDRA DAY O'CONNOR | ATHL ASST COACH LEV 4-SPRING WEIGHTLIFTING | 2,500.00 |
| BUSHNELL, KRISTI | HUMAN RESOURCES | TPP INSTRUCTOR (12/2025) | 236.67 |
| BUSHNELL, KRISTI | HUMAN RESOURCES | TPP INSTRUCTOR (4/2026) | 236.67 |
| EDELSON, KIMBERLY | HUMAN RESOURCES | TPP INSTRUCTOR | 1,420.00 |
| ENCARNACION, KASSANDRA | PASEO HILLS | CIT LEAD - SPED | 500.00 |
| ETZEL, GINA | ASPIRE | ADVANCED STUDY SKILLS COURSE BUILD | 4,000.00 |
| HERITAGE, CHRISTY | HUMAN RESOURCES | TPP INSTRUCTOR | 710.00 |
| KOLBY, RAYMOND | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1 - GIRLS BASKETBALL | 700.00 |
| KUFFEL, GRETCHEN | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1-WINTER TRACK & FIELD | 500.00 |
| KUFFEL, GRETCHEN | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 2-SPRING TRACK & FIELD | 1,500.00 |
| MOORE, KELLY | MIRAGE | YEARBOOK COORDINATOR | 500.00 |
| MURILLO, JOSE | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1-FLAG FOOTBALL WINTER | 175.00 |
| ORNELAS, GERADO | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1-BOYS BASKETBALL SPRING | 500.00 |
| PRESTON, ANASTASIA | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1-GIRLS BASKETBALL CAMP | 1,000.00 |
| RAYMOND, KOLBY | MOUNTAIN RIDGE | ATHL ASST COACH LEVEL 1 GIRLS BASKETBALL | 700.00 |
| RODGERS, KIM | MOUNTAIN RIDGE | HEAD ATHLETIC TRAINER - SUMMER | 6,120.00 |
| SCOTT, WILLIAM | NORTERRA CANYON | K-8 TRACK COACH-MS FEEDER PROGRAM (HEAD) | 2,018.00 |
| | | **SUB TOTAL - NON-IBN** | **$24,816.34** |
| **RATIFIED** | | | |
| NELSON, KEVIN | DEER VALLEY MS | GIRLS BASKETBALL COACH 7/8 (PRO-RATED) | $1,387.20 |
| | | **SUB TOTAL - RATIFIED** | **$1,387.20** |

**REVISED**

| | | | |
|---|---|---|---|
| LISTOVITCH, DAVID | BARRY GOLDWATER | HEAD BASEBALL COACH | $4,813.06 |
| | | **SUB TOTAL - REVISED** | **$4,813.06** |
| | | **GRAND TOTAL** | **$40,161.97** |

**FY 25-26 Additional Cooperative Contracts**

| Date | Vendor Name | Cooperative Agency | Contract # | Estimated Amount | General Description | Department | Buyer |
|---|---|---|---|---|---|---|---|
| 5/12/2026 | Jet Limousines and Transportation | Save | Previously approved under GPPCS contract #0115025614 should have been 1-522 | $320,000 | Charter Bus Services | Transportation & Districtwide | SS |
| 5/12/2026 | Ferguson Enterprises | AZCS | CTR074549 | Increase from $350,000 to $600,000 | Statewide Facilitites and Building Supplies | Districtwide | JD |
| 5/12/2026 | Continental Flooring | 1GPA | 23-08PV-02 | Increase from $200,000 to $300,000 | Floor Covering Products and Services | Facilities & Districtwide | JD |
| 5/12/2026 | Interstate Mechanical Corporatation | CTR | CTR061651 | Increase from $650,000 to $800,000 | Mechanical, Electrical, Plumbing and Fire Alarm Job Order Contracting Statewide | Facilities | JD |
| 5/12/2026 | Interstate Mechanical Corporatation | AZCS | CTR076874 | $500,000 | HVAC Maintenance | Facilities | JD |
| 5/12/2026 | Mesa Energy Systems | AZCS | CTR076875 | Increase from $350,000 to $600,000 | HVAC Maintenance, Repairs, and Emergency Services | Facilities | JD |
| 5/12/2026 | Skyline Builders | TIPS | 26010402 | $150,000 | Trades, Labor and Materials | Facilities | JD |

| | |
|---|---|
| 1GPA | 1 Government Purchasing Alliance |
| AZSC | Arizona State Contract |
| ADE | Arizona Department of Education |
| SPO | Arizona State Procurement Contract |
| CHOICE | Choice Partners |
| GPCS | Greater Phoenix Purchasing Consortium of Schools |
| MESC | Mohave Educational Services Cooperative |
| OMNIA | Omnia Partners |
| SAVE | Strategic Alliance of Volume Expenditures |
| SRCWELL | Sourcewell |
| TIPS | The Interlocal Purchasing System |

| | |
|---|---|
| Christine Gabaldon | CG |
| Joanne Douglas | JD |
| Kassie Garcia | KG |
| Rosie Resendiz | RR |
| Sheila Stodghill | SS |

## FY 25-26 Additional Sole Source Contracts

| Date | Vendor Name | Estimated Amount | General Description | Justification | Department | Buyer |
|---|---|---|---|---|---|---|
| 5/12/2026 | Maricopa County Environmental Services | $35,000 | Food & Nutrition Health Food Permit(s) | Permits are required by State and County | Food & Nutrition | RR |
| 5/12/2026 | In Touch Receipting | Increase from $90,000 to $110,000 | POS Software | Increasing to cover annual credit card fees | Finance | JD |
| | | | | | | |

CB - Christine Gabaldon
JD - Joanne Douglas
KG - Kassie Garcia
RR - Rosie Resendiz
SS - Sheila Stodghill

**SCHOOL PSYCHOLOGY INTERNSHIP**
**INTERGOVERNMENTAL AGREEMENT BETWEEN**
**AVONDALE ELEMENTARY SCHOOL DISTRICT AND**
**DEER VALLEY UNIFIED SCHOOL DISTRICT**

Avondale Elementary School District No. 44 ("AESD") and DEER VALLEY UNIFIED SCHOOL DISTRICT (collectively the "Parties") enter into this Intergovernmental Agreement ("Agreement") on this __ day of June 2026.

**RECITALS**

WHEREAS AESD and DEER VALLEY UNIFIED SCHOOL DISTRICT are authorized to provide special education services pursuant to A.R.S. § 15-341 and the Individuals with Disabilities Education Act 2004 (IDEA); and

WHEREAS AESD and DEER VALLEY UNIFIED SCHOOL DISTRICT are authorized to enter into an intergovernmental agreement pursuant to A.R.S. § 15-342 and A.R.S. § 11-952 to jointly exercise powers common to both parties; and

WHEREAS AESD has an American Psychological Association (APA) accredited, and Association of Psychology Postdoctoral and Internship Centers (APPIC) member School Psychology Internship program; and

WHEREAS DEER VALLEY UNIFIED SCHOOL DISTRICT desires to join with AESD in providing an APA accredited School Psychology Internship program to serve its students.

NOW THEREFORE, in consideration of the mutual promises contained in this Agreement, the Parties hereby agree as follows:

**AGREEMENT**

Section 1. Term

The term of this Agreement shall be from July 1, 2026, through June 30, 2027.

Section 2. AESD Responsibilities

2.1 AESD shall complete and maintain all APA accreditation administrative requirements including paying the annual membership fee, submitting the annual report, and submitting all documentation for accreditation review.

2.2 AESD shall complete and maintain all APPIC administrative requirements including

paying the annual membership fee, annually registering for the National Matching Service, annually updating the APPIC Online Match Directory, and submitting all documentation for triennial membership reviews.

2.3 AESD shall ensure that necessary didactic training is provided for DEER VALLEY UNIFIED SCHOOL DISTRICT's intern(s).

2.4 AESD shall provide a licensed psychologist supervisor to provide 1 hour weekly of group supervision for DEER VALLEY UNIFIED SCHOOL DISTRICT's intern. DEER VALLEY UNIFIED SCHOOL DISTRICT will provide 2 hours per week of individual supervision by a licensed psychologist.

2.5 AESD shall provide all necessary documentation and training materials to DEER VALLEY UNIFIED SCHOOL DISTRICT.

2.6 AESD shall be responsible for the hiring, employment, and supervision of a Director of Psychology and Internship Training (DoT) for the Program. The DoT shall have primary responsibility for providing training and leading a Training Committee to implement, monitor and modify the training program.

2.7 AESD shall not be responsible for the provision of a Free and Appropriate Public Education to DEER VALLEY UNIFIED SCHOOL DISTRICT students. AESD shall be responsible for ensuring that its staff meets applicable standards under federal, state, and local law.

Section 3. DEER VALLEY UNIFIED SCHOOL DISTRICT Responsibilities

3.1 DEER VALLEY UNIFIED SCHOOL DISTRICT shall agree to create one or more full-time school psychology internship position(s). The position will be a salary of Thirty-five Thousand and 00/100 Dollars ($35,000) with regular full-time employee benefits for the 2026-2027 school year.

3.2 DEER VALLEY UNIFIED SCHOOL DISTRICT shall agree to compensate AESD for the administrative services provided under this agreement pursuant to Section 5 of this Agreement.

3.3 DEER VALLEY UNIFIED SCHOOL DISTRICT agrees to abide by all APA and APPIC psychology internship criteria as outlined in APPIC Internship Site Agreement attached to and incorporated herein as **Exhibit A** as well as including collaboratively complete two (2) performance evaluations each school year for the DEER VALLEY UNIFIED SCHOOL DISTRICT intern using the AESD school psychology internship evaluation tool.

3.4 DEER VALLEY UNIFIED SCHOOL DISTRICT shall require all interns to be supervised by at least two licensed psychologists (Supervisor). DEER VALLEY UNIFIED SCHOOL DISTRICT shall provide at least one licensed psychologist who meets Arizona requirements to supervise interns.

3.5 Supervisor(s) must provide a copy of their current curriculum vitae and license to the DoT.

3.6 Supervisor(s) shall have full clinical responsibility for the activities of their supervisees.

3.7 Supervisor(s) shall ensure that interns are provided with orientation regarding hours of participation, place of duties, safety procedures, standards of conduct including, but not limited to, a particular emphasis on appropriate behavior in compliance with policies GBEA and GBEBB and policy regulation GBEB-R when interacting with DEER VALLEY UNIFIED SCHOOL DISTRICT Students.

3.8 Supervisor(s), in conjunction with the intern(s), shall develop a written plan on how interns can immediately access Supervisor(s) in the event of emergencies. The plan should include accessibility on evenings, weekends, and vacations.

3.9 Supervisor(s) are required to maintain records of supervision sessions with their interns, which shall be retained at DEER VALLEY UNIFIED SCHOOL DISTRICT for fifteen (15) years.

3.10 Supervisor(s) shall provide regular feedback about the performance of their interns to the DoT and interns.

3.11 Supervisor(s) shall document any and all significant concerns about an intern's performance or professional behavior in the supervision records. Supervisors are encouraged to consult with the DoT if there are any problems in any aspect of the training process.

3.11 DEER VALLEY UNIFIED SCHOOL DISTRICT shall allow interns to be available to attend all scheduled training activities.

3.12 DEER VALLEY UNIFIED SCHOOL DISTRICT shall allow interns regular, scheduled opportunities to interact with other interns.

3.13 DEER VALLEY UNIFIED SCHOOL DISTRICT shall expose interns to a breadth of professional roles and services, and to the extent available, allow interns to participate in training with several supervisors and trainers representing different models of assessment,

intervention, consultation, and counseling.

3.14 DEER VALLEY UNIFIED SCHOOL DISTRICT shall be responsible for the provision of school psychology services to DEER VALLEY UNIFIED SCHOOL DISTRICT students unless the Parties otherwise agree in writing to have AESD provide school psychology services to DEER VALLEY UNIFIED SCHOOL DISTRICT students.

3.15 DEER VALLEY UNIFIED SCHOOL DISTRICT shall be solely responsible for the provision of Free and Appropriate Public Education to DEER VALLEY UNIFIED SCHOOL DISTRICT students.

Section 4. The School Psychology Internship Program

4.1 The School Psychology Doctoral Internship Program provided by AESD shall meet all APA and APPIC standards.

4.2 The School Psychology Doctoral Internship Program shall follow the calendar and schedule of AESD.

4.3 The Program shall be implemented, monitored and modified as necessary by a Training Committee that meets Monthly. The Training Committee will be led by the DoT and one or more representatives from each participating District.

4.4 All interns hired subject to this Agreement shall perform the duties and obligations contained in the job description attached to and incorporated herein as **Exhibit B.**

Section 5. Compensation

DEER VALLEY UNIFIED SCHOOL DISTRICT shall pay AESD as follows within 30 days of receipt of invoice:

(a) $450 for portion of the APA annual membership fee ($2,250) per psychology intern.

(b) $120 for portion of the APPIC annual membership fee ($600) per psychology intern.

(c) $5,000 annual fee to AESD for administrative and supervision support provided AESD per psychology intern.

Section 6. Termination of Agreement

6.1 The Agreement is subject to the cancellation pursuant to A.R.S. § 38-511, the provisions of

which are incorporated herein by reference.

6.2 Either Party may terminate this Agreement on 30 days' written notice except that cancellation shall not be effective until the end of any program year.

6.3 If either Party's performance under this Agreement depends upon the appropriation of funds by the Arizona Legislature, and if the Legislature fails to appropriate the funds necessary for performance, then either Party may provide written notice of this to the other Party and cancel this Agreement without further obligation.

6.4 Upon termination or expiration of this Agreement, DEER VALLEY UNIFIED SCHOOL DISTRICT shall pay AESD for all services provided prior to such termination or expiration.

Section 7. Disposition of Property Upon Termination of Agreement

The Parties do not anticipate having to dispose of any property upon partial or complete termination of this Agreement. To the extent such disposition is necessary, property shall be returned to its original owner.

Section 8. Compliance with Applicable Laws

8.1 The Parties, their employees and agents shall comply with applicable federal and state laws, and applicable implementing regulations, pertaining to the maintenance and disclosure of student records, including the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232(g), and A.R.S. § 15-141 and § 15-142. The Parties hereby designate their respective employees as "school officials" for the purposes of 34 C.F.R. § 99.31.

8.2 Both Parties agree to comply with all applicable provisions of state and federal laws and regulations, including the Americans with Disabilities Act and Executive Order 2009-09, which is incorporated herein by reference, mandating non-discrimination and requiring that all persons, regardless of race, religion, sex, age, color, handicap, national origin or political affiliation shall have equal access to employment opportunity or advancement in employment.

8.3 Both Parties agree to comply with all applicable federal, state and local laws governing the Parties' obligations under this agreement and that this Agreement shall incorporate by reference all laws governing the mandatory contract provisions of state agencies required by statute, Arizona Administrative Code, or executive order.

Section 9. Insurance and Indemnification

9.1 AESD agrees to procure and maintain throughout the duration of this Agreement such policies of general, professional liability and other insurance as shall be necessary to insure AESD, its

employees, agents, invitees, students and contractors against any claim or claims for damages arising by reason of personal injuries or death occasioned directly or indirectly in connection with the performance of any service by AESD, its employees, agents and contractors pursuant to this agreement.

9.2 DEER VALLEY UNIFIED SCHOOL DISTRICT agrees to procure and maintain throughout the duration of this Agreement such policies of general, professional liability and other insurance as shall be necessary to insure DEER VALLEY UNIFIED SCHOOL DISTRICT, its employees, agents, invitees, students and contractors against any claim or claims for damages arising by reason of personal injuries or death occasioned directly or indirectly in connection with the performance of any service by DEER VALLEY UNIFIED SCHOOL DISTRICT, its employees, agents, contractors, invitees or students pursuant to this agreement.

9.3 To the extent permitted by law, each Party to this Agreement shall indemnify the other, its officers, directors, employees and representatives, against any and all liability, costs, damages, claims or demands including reasonable legal fees and expenses arising out of the negligent or willful act of the indemnifying Party, its agents or employees regarding duties and responsibilities pursuant to this agreement, including but not limited to claims arising out of the IDEA.

Section 10. Miscellaneous

10.1 This Agreement contains the entire agreement between the Parties. It supersedes all prior and contemporaneous agreements and understandings between the Parties respecting the subject matter hereof. This Agreement shall be governed by and construed in accordance with the laws of the State of Arizona

10.2 No supplement, modification or amendment of any term, provision or condition of this Agreement shall be binding or enforceable unless executed in writing by the Parties.

10.3 In any case where any notice is required or permitted to be given hereunder, such notice

or communication shall be in writing and (a) personally delivered, (b) sent by certified United Stated mail, postage prepaid, return receipt requested, (c) transmitted by facsimile transmission (with confirmation of receipt received) or (d) sent by way of a recognized overnight courier service, postage prepaid, return receipt requested, with instructions to deliver on the next business day, in each case as follows:

If to AESD:

Avondale Elementary School District #44

295 West Western Avenue
Avondale, AZ 85323
Attn: Dr.Eric Dueppen, Superintendent

All such notices or other communications shall be deemed to have been received (a) upon receipt if personally delivered, (b) on the fifth day following posting if by certified United States mail, (c) when sent if by confirmed facsimile transmission or (d) on the next business day following deposit with an overnight courier if sent by an overnight courier.

10.4 Any litigation arising out of this Agreement shall be brought in Arizona state courts.

10.5 The Parties hereby warrant, and represent to each other, that they comply with A.R.S. §§ 41-4401 and 23-214, the Federal Immigration and Nationality Act (FINA), and all other federal immigration laws and regulations.

10.6 The Parties shall comply with the fingerprinting requirements of A.R.S. §15-512 unless otherwise exempted.

10.7 Neither party may assign this Agreement, nor the duties and responsibilities contained herein without the prior written consent of the non-assigning party.

10.8 This Agreement is not intended to create any rights or interests for any other person or entity other than AESD and DEER VALLEY UNIFIED SCHOOL DISTRICT.

10.9 Relationship of the Parties. Nothing contained herein shall be deemed to create an association**,** partnership, joint venture, employment or relationship of principal and agent or master and servant among the parties or any affiliate thereof, or to provide any party hereto with the right, power, or authority whether expressed or implied, to create any such duty or obligation on behalf of any other party. The relationship of the parties hereunder shall be as an independent contractor relationship only. Neither party shall have the power to bind the other party or contract in the name of the other party.

10.10 Attorney's Fees. If either party hereto brings an action to declare rights hereunder, the prevailing party in any such action, at trial or appeal, will be entitled to its court costs and reasonable attorney's fees and paralegal's fees and other costs incurred to be paid by the non-prevailing party as fixed by the court.

10.11 Severability. The invalidity or unenforceability of a particular provision of this Agreement will not affect the other provisions hereof, and the Agreement will be construed

in all respects as if such valid or unenforceable provisions were omitted.

10.12 Waiver. A waiver by either party of a breach or failure to perform will not constitute a waiver of any subsequent breach or failure.

10.13 Reservation of Intellectual Property Rights. The Parties agree and acknowledge that, except as otherwise provided in this Agreement, this Agreement does not grant any rights in the other Party's intellectual property, trademarks, copyrights, name, logo, design, picture, marks, words, or any of other interest in the other's website or products, and each Party agrees not to take any action that would impair the value of, goodwill associated with, or interfere with the other's rights in such Party's intellectual property.

10.14 Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

10.15 Authority. The individuals signing below represent and warrant they are duly authorized to execute his Agreement and that this Agreement is binding upon the Parties.

IN WITNESS WHEREOF, the parties sign this Agreement on the dates written below.

| **AVONDALE ELEMENTARY SCHOOL DISTRICT NO. 44** | **DEER VALLEY UNIFIED SCHOOL DISTRICT NO. 97** |
|---|---|
| By: _____ | By: _____ |
| Name: _____ | Name: _____ |
| Title: Governing Board President | Title: _____ |
| Date: _____ | Date: _____ |

I have reviewed this Agreement and certify it is in the proper form and is within the powers and authority granted to my client under the laws of the State of Arizona.

Avondale Elementary School District (Attorney) Date

Deer Valley Unified School District (Attorney) May 7, 2026 Date

# EXHIBIT A

## Association of Psychology Postdoctoral and Internship Centers
## INTERNSHIP MATCHING PROGRAM
## INTERNSHIP SITE AGREEMENT

**Training Site: Avondale Elementary School District** (2316)

*For the purposes of this agreement, (i) the term "internship site" includes this internship site and all internship program(s) that are part of this site, and (ii) the term "matched" means being placed at an internship site via the APPIC Match, via the APPIC Post-Match Vacancy Service, or via any other placement method.*

By entering into this Agreement with the Association of Psychology Postdoctoral and Internship Centers ("APPIC"), this internship site agrees to participate in and abide by the policies and rules of the Association of Psychology Postdoctoral and Internship Centers (APPIC) Internship Matching Program (the "Match") for psychology internship positions that start training between June 1, 2026 and December 31, 2026, as stated below. Specifically, this internship site agrees to:

1. Abide by all APPIC Policies, including the APPIC Match Policies, as shown on the APPIC website (https://www.appic.org/Internships/Match/Match-Policies), which are incorporated by reference in and are an integral part of this Agreement.

2. Abide by the Schedule of Dates of the Match as shown on the Match website (https://www.natmatch.com/psychint/schedule.html), which is incorporated by reference in and is an integral part of this Agreement.

3. Offer in Phase I of the Match all psychology internship positions available at the internship site, and offer in Phase II of the Match all positions left unfilled in Phase I of the Match, in accordance with APPIC Match Policies. This internship site further agrees to only offer the positions for which funding and resources are assured in the Match and agrees not to offer any positions for which funding and resources are not assured.

4 Provide complete and accurate information to applicants concerning the internship position(s) available through the Match, including all institutional and program policies related to eligibility requirements for appointment.

5. Notify National Matching Services Inc. of any changes in the internship programs participating in the Match by the Phase I Rank Order List Deadline for Phase I of the Match and by the Phase II Rank Order List Deadline for Phase II of the Match.

6. Require no commitment from any applicant, and make no offer of appointment to any applicant, prior to the release of the results for Phase I of the Match. Furthermore, for any positions that are not offered in Phase I of the Match or that are offered in Phase I but not filled in Phase I, this internship site agrees to require no commitment from any applicant, and make no offer of appointment to any applicant, prior to the release of the results for Phase II of the Match.

7. Hire all applicants matched with this internship site. This internship site specifically agrees that all applicants who are matched with this site will be provided appointments for the precise duration of training and stipend communicated to applicants during the selection process, and will be provided all aspects of the training program as advertised, including duties, expectations, and training opportunities, regardless of any institutional changes that may occur (including, but not limited to, funding changes).

8. Send an appointment agreement to each applicant matched with this internship site, and to the academic Director of Clinical Training of each applicant matched with this internship site, according to the APPIC Match Policies.

9. Not offer a position to any applicant who was matched elsewhere and has not received a written release from APPIC.

This internship site may communicate with applicants about matters that do not involve the sharing of ranking information. This internship site may voluntarily choose to inform applicants whether they remain under consideration for admission (e.g., whether or not the applicant will be ranked), but are not obliged to do so. However, this internship site agrees to never request ranking information from any applicant. Applicants separately agree through the Applicant Agreement to never request ranking information from any program. Furthermore, prior to the release of the Phase II Match results, this internship site agrees not to disclose to any applicant the position of any applicant on their Rank Order Lists for either Phase of the Match.

This internship site further agrees that the Rank Order List(s) submitted by each internship program for each Phase of the Match is the sole determinant of the program's order of preference for applicants for that Phase of the Match. Similarly, applicants separately agree through the Applicant Agreement that the Rank Order List submitted by each applicant for each Phase of the Match is the sole determinant of the applicant's order of preference for programs for that Phase of the Match.

This internship site agrees to the Terms of Use and Privacy Policies of the Match websites as shown at natmatch.com/psychint, and agrees that NMS and/or APPIC may contact the internship site by email and/or phone regarding its participation in the APPIC Match.

This internship site agrees that information concerning the participation of this site in the Match, including its status and result, may be reported to participants in the Match, as well as to APPIC and to other parties deemed appropriate by APPIC. This internship site further agrees that all information provided to APPIC and the Match may be used for research purposes.

APPIC may, in its sole discretion, release an applicant and/or internship site from the Match commitment with APPIC when APPIC determines that exceptional circumstances or reasonable cause warrant such release. However, this internship site agrees that even if APPIC releases an internship site from its Match commitment with APPIC, that internship site may be subject to legal action by APPIC and/or an applicant to whom it has been matched if it does not offer an appointment to that matched applicant.

**APPIC is responsible for enforcing this Agreement, and violations of the terms of this Agreement may result in a formal complaint submitted to APPIC.** If this internship site violates any of the terms outlined in this Agreement, including but not limited to failing to offer an appointment to an applicant who has matched with this internship site, or offering an appointment to an applicant who has matched to another internship site, the APPIC Board may pursue all available remedies and impose penalties on this internship site. Furthermore, violations of the terms of this agreement, including but not limited to failing to offer an appointment to an applicant who has matched with this internship site, may result in legal action against this internship site by APPIC and/or other Match participants.

Miscellaneous. If any provision of this Agreement is invalid or unenforceable for any reason, the remainder of this Agreement shall remain in full force and effect. Furthermore, this Agreement constitutes the legal, valid, and binding obligation of this internship site and is enforceable in accordance with its terms. No oral modifications of this Agreement will be recognized or accepted.

Notice is provided of the District's right to cancel the agreement pursuant to A.R.S. § 38-511, the terms of which are incorporated by this reference. In light of the terms of A.R.S. § 38-511, no employee or agent of the internship site is eligible to serve on any board, committee, or in any significant volunteer role for APPIC.

**Acceptance and Authority.**

This internship site agrees to abide by the terms of this Agreement and to the use of electronic records and signatures for the APPIC Internship Matching Program.

This Agreement shall become effective when signed by the below individual.

By checking the box below, which denotes my signature to this agreement, I represent and warrant that (i) I have voluntarily entered into this Agreement, and (ii) I have authority, or have been granted authority from the

administration of this internship site, to enter into this Agreement and create binding obligations on behalf of the below internship site.

Samara Way, PhD, NCSP
Training Director
Avondale Elementary School District (2316)

[X] Signature: LeticiaCastro
Ms. Leticia Castro, Governing Board President

Date: October 14, 2025

You must provide the name, title and email address of a senior official (e.g. CEO, Hospital Director, Chief Psychologist, etc.) at your training site who will receive notification of your registration and a copy of the terms of the Internship Site Agreement once the registration process is complete. The official should be someone, other than the Training Director, who is responsible for ensuring the internship site will meet its financial obligation to fund internship slots.

| | |
|---|---|
| Eric J. Duepper, Ed.D. | Superintendent |
| Name of Site Official | Title of Site Official |
| eduepper@chooseavesd.org | 10/24/2025 |
| Email Address of Site Official | Date |

# EXHIBIT B

**Avondale Elementary School District School Psychology Internship Program**

**POSITION DESCRIPTION: SCHOOL PSYCHOLOGIST INTERN**

I. **General Description:**

To participate in the evaluation process to determine the eligibility, continuing eligibility, lack of eligibility, and special needs of students referred for special education services.

II. **Qualifications:**

1. Intern must be matriculating through a doctoral program that is eligible to participate in the match process through APPIC.

2. Has been authorized to participate by their doctoral program.

III. **Duties and Responsibilities**

1. Participates in the pre-screening processes as needed and requested.

2. Conducts evaluations as determined by the Multidisciplinary Evaluation Team (MET).

3. Presides over all MET meetings as the "subject area expert" at assigned school sites.

4. Acts in the capacity of the "Local Educational Agency" (LEA) representative at all METs, IEPs, and other special education related meetings, unless that role is assumed by a knowledgeable site or district administrator.

5. Completes all evaluation components assigned at the MET and holds the MET meeting to go over the results within 60 calendar days from the date the signed permission to evaluate was received from the parents/guardians/surrogate unless a 30 day extension was requested from and approved by the child's legal representative(s).

6. Participates in Individualized Education Plan (IEP) meetings, as needed or requested, to provide recommendations and information concerning students' current academic and behavioral functioning to assist in the development of relevant IEP goals and

accommodations necessary for an eligible child to receive a Free Appropriate Public Education (FAPE).

7. Completes and maintains all relevant special education computer based records, paperwork, reports, etc. required by State, Federal, and District laws, regulations, procedures, and supervisor guidelines associated with the school psychologist's role.

8. Consults with and supports site and district staff, parents, and other individuals who participate in the various stages associated with the special education process from pre-referral to the exiting of students from special education on an as needed or request basis.

9. Presides over the meetings concerning the manifestation determination process, Functional Behavioral Assessments (FBAs), and the development of Behavior Intervention Plans (BIPs).

10. Acts in the role of consultant to the students, parents, and staff at the assigned school site(s) relative to school related psychological issues/needs.

11. Assists in the development of Section 504 Plans as needed.

12. Provides emergency psychological support during school related crises.

13. Performs other duties as assigned.

14. Participates in 2 hours of supervision with the primary supervisor weekly.

15. Participates in 1 hour of group supervision once a weekly.

16. Participates in 1 hour of secondary supervision weekly.

17. Participates in 2 hours of didactic training weekly.

Reports to: Training Director, Primary and Secondary Supervisor, Director of Special Services & Building Principal

**Status**

Intergovernmental Agreement Salary and District Benefits Package

DEER VALLEY Unified School District REPORTS

# Staff Out of State Travel Request

| | Name of Traveler | Campus/Dept | Title | Location | Leave Date | Return Date | Away | Proj. Cost |
|---|---|---|---|---|---|---|---|---|
| A | Matthew Jones | Mountain Ridge High School | TEACHER | Sneak On The Lot - Los Angeles - Burbank CA | Jul 13, 2026 | Jul 18, 2026 | 0 | $5,650.01 |
| | **Cost Detail** | Lodging $0.01 (596...224), Registration $5150.00 (596...224), Transportation $500.00 (596...224) | | | | | | |
| | **Purpose of Travel** | Film & TV Production teacher Professional Development opportunity. Grow my knowledge and experience Hollywood film production with a hands-on, focused workshop. In film production, practice should always accompany theory. | | | | | | |
| | **Online Alternative** | No | | | | | | |

| EMPLOYEE TRIP | FUNDING | SOURCE DESCRIPTION |
|---|---|---|
| A | 596 | WEST-MEC |

| School/DAC | Addenda Position | Funding Source | Account Code | Budget (for pre-approval use only) | Start Date of Addendum | End Date of Addendum |
|---|---|---|---|---|---|---|
| Arrowhead | Title I Dean of Students Summer work | Title I | 110.131.2410.6130.127 | $1,750.00 | 6/5/2026 | 6/12/2026 |
| Aspire | Algebra 3 Honors - 2nd Section | Auxillary | 526.100.1290.6130.299 | $3,000.00 | 5/21/2026 | 6/26/2026 |
| Aspire | Algebra 3 - 2nd Section | Auxillary | 526.100.1290.6130.299 | $3,000.00 | 5/21/2026 | 6/26/2026 |
| Aspire | Geometry 1 - 2nd Section | Auxillary | 526.100.1290.6130.299 | $3,000.00 | 5/21/2026 | 6/26/2026 |
| Aspire | Spanish 1 - 2nd Section | Auxillary | 526.100.1270.6130.299 | $3,000.00 | 5/21/2026 | 6/26/2026 |
| Aspire | Spanish 3 - 2nd Section | Auxillary | 526.100.1270.6130.299 | $3,000.00 | 5/21/2026 | 6/26/2026 |
| Barry Goldwater | Title I - MTSS-A Assistant Principal Summer Work | Title I | 110.131.2410.6130.224 | $4,000.00 | 6/5/2026 | 6/18/2026 |
| Barry Goldwater | Title I - Assistant Principal Summer Work | Title I | 110.131.2410.6130.224 | $4,000.00 | 6/5/2026 | 6/18/2026 |
| Barry Goldwater | Title I - MTSS-A Assistant Principal Summer Work | Title I | 110.131.2410.6130.224 | $800.00 | 6/5/2026 | 6/18/2026 |
| Barry Goldwater | Title I - MTSS-B Assistant Principal Summer Work | Title I | 110.131.2410.6130.224 | $4,000.00 | 6/5/2026 | 6/18/2026 |
| Barry Goldwater | Title I - Instructional Coach Summer Work | Title I | 110.100.2245.6130.224 | $2,000.00 | 6/5/2026 | 6/18/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Wrestling | Community Schools | 520.620.1440.6130.245 | $1,250.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 3 - Wrestling | Community Schools | 520.620.1440.6130.245 | $2,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Wrestling | Community Schools | 520.620.1440.6130.245 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Girls Volleyball | Community Schools | 520.620.1410.6130.245 | $1,500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Girls Volleyball | Community Schools | 520.620.1410.6130.245 | $1,500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Spiritline | Athletics or Community Schools | 527.620.1480.6130.245 or 520.620.1480.6130.24 | $750.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Spiritline | Athletics or Community Schools | 527.620.1480.6130.245 or 520.620.1480.6130.24 | $750.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Spiritline | Athletics or Community Schools | 527.620.1480.6130.245 or 520.620.1480.6130.24 | $750.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Spiritline | Athletics or Community Schools | 527.620.1480.6130.245 or 520.620.1480.6130.24 | $1,500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Baseball | Athletics or Donations | 527.620.1460.6130.245 or 530.620.1460.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Baseball | Athletics or Donations | 527.620.1460.6130.245 or 530.620.1460.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Baseball | Athletics or Donations | 527.620.1460.6130.245 or 530.620.1460.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Football | Athletics or Community Schools | 527.620.1420.6130.245 or 520.620.1420.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Football | Athletics or Community Schools | 527.620.1420.6130.245 or 520.620.1420.6130.24 | $1,500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Football | Athletics or Community Schools | 527.620.1420.6130.245 or 520.620.1420.6130.24 | $500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Cross Country | Athletics or Community Schools | 527.620.1475.6130.245 or 520.620.1475.6130.24 | $600.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Cross Country | Athletics or Community Schools | 527.620.1475.6130.245 or 520.620.1475.6130.24 | $600.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Beach Volleyball | Student Activities or Tax Credit | 850.620.1413.6130.245 or 530.620.1413.6130.24 | $1,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Beach Volleyball | Student Activities or Tax Credit | 850.620.1413.6130.245 or 530.620.1413.6130.24 | $1,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Girls Basketball | Student Activities or Community Schools | 850.620.1435.6130.245 or 520.620.1435.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |

| School/DAC | Addenda Position | Funding Source | Account Code | Budget (for pre-approval use only) | Start Date of Addendum | End Date of Addendum |
|---|---|---|---|---|---|---|
| Boulder Creek | Athletic Assistant Coach Level 5 - Girls Basketball | Student Activities or Community Schools | 850.620.1435.6130.245 or 520.620.1435.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Girls Basketball | Student Activities or Community Schools | 850.620.1435.6130.245 or 520.620.1435.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Boys Basketball | Student Activities or Athletics | 850.620.1440.6130.245 or 527.620.1440.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Boys Basketball | Student Activities or Athletics | 850.620.1440.6130.245 or 527.620.1440.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Boys Basketball | Student Activities or Athletics | 850.620.1440.6130.245 or 527.620.1440.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Boys Basketball | Student Activities or Athletics | 850.620.1440.6130.245 or 527.620.1440.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 5 - Boys Basketball | Student Activities or Athletics | 850.620.1440.6130.245 or 527.620.1440.6130.24 | $3,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 2 - Boys Basketball | Student Activities or Community Schools | 850.620.1440.6130.245 or 520.620.1440.6130.24 | $1,500.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Spiritline - Pom | Athletics or Community Schools | 527.620.1482.6130.245 or 520.620.1482.6130.24 | $1,000.00 | 6/1/2026 | 6/30/2026 |
| Boulder Creek | Athletic Assistant Coach Level 1 - Spiritline - Pom | Athletics or Community Schools | 527.620.1482.6130.245 or 520.620.1482.6130.24 | $1,000.00 | 6/1/2026 | 6/30/2026 |
| Constitution | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.115 | $4,500.00 | 6/5/2026 | 6/18/2026 |
| Constitution | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.115 | $3,500.00 | 6/5/2026 | 6/18/2026 |
| Desert Sky | Title I - Assistant Principal Summer Work | Title I | 110.131.2410.6130.121 | $4,000.00 | 6/15/2026 | 6/30/2026 |
| Desert Sky | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.121 | $4,500.00 | 6/8/2026 | 6/19/2026 |
| Desert Sky | Title I Instructional Coach Summer Work | Title I | 110.100.2213.6130.121 | $1,502.77 | 6/1/2026 | 6/30/2026 |
| Desert Sky | Title I MTSS-B Specialist Summer Work | Title I | 110.100.2213.6130.121 | $1,468.68 | 6/1/2026 | 6/30/2026 |
| District Office | PLC Trainer Summer Work (7 days) (REVISED AMOUNT) | Results Based Funding | 457.100.2263.6130.500 | $1,856.61 | 5/26/2026 | 6/17/2026 |
| District Office | PLC Trainer Summer Work (6 Days) (REVISED AMOUNT) | Results Based Funding | 457.100.2263.6130.500 | $1,788.96 | 5/26/2026 | 6/3/2026 |
| District Office | PLC Trainer Summer Work (10 Days) (REVISED AMOUNT) | Results Based Funding | 457.100.2263.6130.500 | $3,613.70 | 5/26/2026 | 6/17/2026 |
| District Office | PLC Trainer Summer Work (10 Days) (REVISED AMOUNT) | Results Based Funding | 457.100.2263.6130.500 | $3,653.60 | 5/26/2026 | 6/17/2026 |
| District Office | Continuous Improvement Specialist Summer Work (REVISED AMOUNT) | Results Based Funding | 457.100.2263.6130.500 | $1,070.43 | 6/8/2026 | 6/10/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Girls Soccer | Student Activities | 850.620.1444.6130.219 | $800.00 | 6/2/2026 | 6/25/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 2- Boys Basketball | Student Activities | 850.620.1430.6130.219 | $1,500.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Boys Basketball | Student Activities | 850.620.1430.6130.219 | $600.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Boys Basketball | Student Activities | 850.620.1430.6130.219 | $600.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Boys Basketball | Student Activities | 850.620.1430.6130.219 | $475.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Football | Community Schools | 520.620.1420.6130.219 | $750.00 | 5/26/2026 | 6/29/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Football | Community Schools | 520.620.1420.6130.219 | $600.00 | 5/26/2026 | 6/29/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Football | Community Schools | 520.620.1420.6130.219 | $375.00 | 5/26/2026 | 6/29/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Football | Community Schools | 520.620.1420.6130.219 | $250.00 | 5/26/2026 | 6/29/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Football | Community Schools | 520.620.1420.6130.219 | $375.00 | 5/26/2026 | 6/29/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Girls Volleyball | Student Activities | 850.620.1410.6130.219 | $1,000.00 | 6/2/2026 | 6/30/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Girls Volleyball | Student Activities | 850.620.1410.6130.219 | $1,000.00 | 6/2/2026 | 6/30/2026 |

| School/DAC | Addenda Position | Funding Source | Account Code | Budget (for pre-approval use only) | Start Date of Addendum | End Date of Addendum |
|---|---|---|---|---|---|---|
| Deer Valley HS | Athletic Assistant Coach Level 1- Girls Basketball | Student Activities | 850.620.1435.6130.219 | $600.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Girls Basketball | Student Activities | 850.620.1435.6130.219 | $600.00 | 5/26/2026 | 6/27/2026 |
| Deer Valley HS | Athletic Assistant Coach Level 1- Weight Training | Community Schools | 520.620.1444.6130.219 | $800.00 | 6/2/2026 | 6/25/2026 |
| Deer Valley MS | Title I - Assistant Principal Summer Work | Title I | 110.131.2410.6130.111 | $4,000.00 | 6/8/2026 | 6/19/2026 |
| Deer Valley MS | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.111 | $4,500.00 | 6/8/2026 | 6/19/2026 |
| Esperanza | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.130 | $4,500.00 | 6/5/2026 | 6/18/2026 |
| Esperanza | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.130 | $3,500.00 | 6/5/2026 | 6/18/2026 |
| Greenbrier | Title I Instructional Coach Summer Work | Title I | 110.100.2245.6130.123 | $870.00 | 6/1/2026 | 6/3/2026 |
| Greenbrier | Title I MTSS-B Summer Work | Title I | 110.100.2245.6130.123 | $870.00 | 6/1/2026 | 6/3/2026 |
| Greenbrier | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.123 | $4,500.00 | 6/5/2026 | 6/19/2026 |
| Greenbrier | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.123 | $1,750.00 | 6/15/2026 | 6/19/2026 |
| Mirage | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.121 | $4,500.00 | 6/5/2026 | 6/18/2026 |
| Mirage | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.121 | $3,500.00 | 5/26/2026 | 6/12/2026 |
| Mountain Shadows | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.125 | $3,500.00 | 6/5/2026 | 6/18/2026 |
| Paseo Hills | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.135 | $4,500.00 | 6/5/2026 | 6/18/2026 |
| Park Meadows | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.114 | $4,500.00 | 6/5/2026 | 6/19/2026 |
| Sunrise | Title I Dean of Students Summer Work | Title I | 110.131.2410.6130.117 | $3,500.00 | 6/5/2026 | 6/18/2026 |
| Sunrise | K-8 Title I Administrator Summer Work | Title I | 110.131.2410.6130.117 | $4,500.00 | 6/5/2026 | 6/18/2026 |
| Sunrise | Title I MTSS-B Coordinator Summer Work | Title I | 110.100.2245.6130.117 | $2,065.00 | 5/26/2026 | 6/8/2026 |
| Sunrise | Title I Instructional Coach Summer Work | Title I | 110.100.2245.6130.117 | $1,985.57 | 5/28/2026 | 6/10/2026 |
| Village Meadows | K-8 Title I Adminstrator Summer Work | Title I | 110.131.2410.6130.112 | $2,250.00 | 6/5/2026 | 6/11/2026 |
| Village Meadows | Title I Instructional Coach Summer Work | Title I | 110.100.2245.6130.112 | $1,250.00 | 5/26/2026 | 6/1/2026 |
| Village Meadows | Title I Instructional Coach Summer Work | Title I | 110.100.2245.6130.112 | $1,250.00 | 5/26/2026 | 6/1/2026 |

# 2026-2027 Certified Performance Pay Plan

The 2026-27 Certified Performance Pay Plan consists of 3 distinct components: Teacher evaluation, professional responsibility/professional development hours, and state assigned school letter grades. Each component will be assessed independently. Performance Pay funds will be allocated to each component based on the weight of the component. Each component is presented below followed by the appeal process for the evaluation component.

## Teacher Evaluation = 50%

### Scored observation from the Certified Evaluation System

Using standards 1-6 from the Stronge evaluation, performance pay for this component will be calculated at the school level. That is, District Office will allocate this 50% of the money to each school based on the number of qualifying certified staff at the school. District Office will then allocate each school's portion of money to the teachers at that school.

**Ineligibility:** The teacher is not eligible for this component if he/she receives 4 or more developing ratings or any ineffective rating on the final evaluation.

**Payout for Evaluation:**

District Office will divide the total dollar amount available to the school by the number of teachers to obtain an average allocation per teacher. Each teacher will receive a portion of this allocation based on the following matrix (no rounding up). Any left-over money in this allocation will be added to the district letter grade component.

| Evaluation Score | 4.00 - 2.80 | 2.79 – 2.60 | 2.59 – 2.40 | < 2.40 |
|---|---|---|---|---|
| Payout % | 100% | 85% | 60% | 0% |

## Professional Responsibilities / Professional Development (PD) = 25%

**10 total hours of either professional responsibility and/or professional development.**

Professional responsibility hours are hours that are spent fulfilling a service for the district, school, students, and/or staff. Professional development hours are hours that are spent learning something applicable to your position. Examples of both development and responsibility hours are provided below. Hours may be a combination of professional responsibility and professional development. Criteria for both responsibility and development hours include:

- The hours must be logged outside the normal work day
- The hours must be logged outside professional expectations (e.g., staff meetings, parent teacher conferences, 504 meetings, IEP meetings, etc.)
- The employee may not be compensated for these hours (including extra duty pay & addenda)
- Any cost must be the financial responsibility of the staff member

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Money allocated for this component will be 25% of the total for performance pay. Required Professional Responsibility / Professional Development hours will be pro-rated for part time employees. For example, a .6 FTE employee will require 12 hours. Responsibility / PD hours will also be pro-rated for hire date. For example, an employee working for more than ½ of the year but less than ¾ of the year is eligible for 75% of performance pay (see Hire Date section below). This employee will require 15 hours. Documentation will be provided by the staff member to his/her administrator.

A sample list (not exhaustive) of professional responsibilities follows.

1. Committee – District/School/State
2. Mentors
3. Awards/accreditations/grant preparations
4. Staff Development – Presenter or Facilitator
5. Gen Ed/Special Ed collaborative meetings before or after school
6. Leadership positions
7. Club Sponsors (only if a stipend/addendum is **not** paid to sponsor the club)
8. Facilitation/participation in a Professional Learning Community (outside the 90-minute early release time)
9. Grade level content area/department meetings.
10. Time spent before or after school for parent and/or student meetings other than traditional Parent Teacher Conferences
11. Community of Practice Trainer preparation time and training time
12. Attendance of Community of Practice meetings
13. Attendance in IEP, RED (Pre MET) and MET meetings in a support role (not required to attend as a designated teacher)
14. Others as mutually agreed to by administrator and teacher
15. Summer PD hours that are not compensated

A sample list (not exhaustive) of professional development follows.

1. Training towards National Board Certification not reimbursed by district and/or district credit given
2. Academic/Content Areas
3. Common Assessments
4. Instructional Technology including Canvas, video training, Google, etc. (remember it must be outside the school day)
5. Guaranteed and Viable Curriculum
6. Differentiated Instruction
7. Common Assessments
8. Standards-Based Curriculum and Instruction
9. Inclusionary practices (modifications and accommodations for special education and/or ELL students
10. Highly Qualified in a new area/content
11. Endorsement in a new area/content
12. Certification in a new area/content
13. Student Engagement

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14. Advanced Placement Training
15. International Baccalaureate
16. Time spent preparing to teach on dual platforms (in-person and virtual). E.g., recording lessons (remember it must be outside the school day).
17. Professional development hours when participating in the Teacher Preparation Program
18. Others as mutually agreed to by administrator and teacher

Documentation of Attainment (provided to administrator)
Agendas, sign-in sheets, calendars of events/meetings, copies of logs showing dates/times from end of previous year's contract to end of current year's contract (June 2026 to May 2027).

## State Assigned School Letter Grades = 25%

Money allocated for this component will be 25% of the total for performance pay plus left-over money from the evaluation and hours components.

**Every eligible teacher will receive the same proportion for this component** (prorated for time in job and FTE). Once letter grades are assigned, the percentage of schools with a B or higher letter grade will be determined. The following matrix will determine the allocation of this component:

| Percentage of all District Schools with B or Higher Letter Grade | Payout |
|---|---|
| ≥ 70% | 100% |
| 69% - 50% | 75% |
| ≤ 49% | 0% |

If the percentage of all district schools with a B or higher letter grade is less than 70%, any portion of the performance pay funds not paid out will roll over to the next year's plan.

Since letter grades are generally not known until late summer, this plan will result in splitting the payout: 1 payout after evaluations and professional hours are known (early June), and 1 payout after letter grades are known.

In the event letter grades are not assigned by the State, we will use the previous year's letter grades and apply the same process above. If this is the case, there will be one payout after evaluations and professional hours are known (early June).

## Appeal Process

### Evaluation

If an employee feels there has been a procedural breach, submit the appeal form and any documentation supporting the claim in writing to the email address **HR@DVUSD.org** no later than 5:00 pm Friday, 5/21/27 (The appeal form is available on the HR Portal page under "Performance Pay – Certified"). The committee will review the written appeal; three votes will be required to approve an appeal. If an evaluation appeal is approved, the employee will move

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up one category on the Evaluation Score Payout matrix. All appeals must be requested and decided upon before any payout can be calculated and prepared for payroll.
The appeal committee is comprised of 5 members from the Performance Pay Committee: three certified, with one selected by DVEA, and two building administrators. The committee's decision will be final.

**School Letter Grades**
Once letter grades are finalized by ADE, there is no appeal process for the letter grade portion of performance pay.

**Ineligibility Conditions**
An employee will become ineligible for performance pay if any one of the following conditions exist:

1. One formal level discipline (reprimand, suspension without pay).
2. Termination or separation of employment from district in lieu of formal discipline or termination.
3. Non-renewal for inadequate classroom performance.
4. Does not complete contract or abandonment of contract.

Hire Date - Number of days present – If you work more than ¾ of the year you are eligible for 100%, more than ½ the year you are eligible for 75%, more than ¼ of the year you are eligible for 50% and if less than ¼ of the year you are not eligible.

Part Time – FTE – Performance Pay will be calculated as if full time employee then weighted/pro-rated for FTE.

Leave of Absence – Number of days present - If an employee is on FMLA or Medical for 12 weeks, then the employee is still eligible for 100% when they return – no penalty. For absences after 12 weeks the same formula for Hire Date will be used.

If you work more than ¾ of the year you are eligible for 100%, more than ½ the year you are eligible for 75%, more than ¼ of the year you are eligible for 50% and if less than ¼ of the year you are not eligible.

DRAFT

DEER VALLEY
Unified School District

# Certified Performance Pay Plan

Governing Board Meeting

May 12, 2026

# Classroom Site Fund

- Proposition 301 passed in November 2000
- .6% sales tax increase dedicated to public education
- Funds are distributed to school districts on a per-pupil basis
- Board is responsible for adopting a plan
- Expired at the end of 2020
- Modified and renewed by legislation in 2021

**Three funds changed to two funds**

011 Base Salary 60%, 012 Certified Performance Pay 40%

Include Student Support Services Other Professional Staff (OPS) in CSF base pay and performance pay.

# Performance Pay Committee Members

## Teachers

- Sue Piotrowski
- Melanie Begnoche
- Eric Cookman
- Candice Perez

## Administrators

- Lynn Miller
- Jessica Brunk
- Janet Gilbert
- Sharon Wieser

## Parents

- Beth Bock
- Ben Parsons

## Facilitator

- Scott Smith
- Kristi Bushnell

# Charge of the Committee

The primary charge of the Performance Pay Committee is to develop and manage a plan for certified performance pay.

"Develop" includes: Understanding of relevant State law regarding performance pay, soliciting and understanding Governing Board direction, constructing and documenting a plan that precisely articulates how performance pay is earned and calculated, and obtaining Board approval.

"Manage" includes: Development and execution of a communication plan regarding performance pay, ensuring all data necessary to calculate pay is available to be collected, communicating results of performance pay calculations, appointing a sub-committee to hear appeals, and ensuring final payment to teachers.

# Performance Pay Committee Norms

- Make sure your voice is heard and represents your constituency
- Own your individual depth of knowledge
- Decision making by consensus
  - All will support the decisions we make
  - All will help implement our decisions
- We will own communication as a group

# The Committee is influenced by:

- Plan History
- Legislation
- Board Direction

# 2025-26 Certified Performance Pay Plan

Three components, split and calculate each component separately

Evaluations = 50%

Responsibility Hours/Professional Development = 25%

District letter grade = 25%

# State Law

# Teacher Evaluation

§15-203, subsection A, paragraph 38

- Adopt and maintain a model framework for a **teacher** and principal **evaluation instrument** that includes quantitative data on student academic progress that accounts for between thirty-three percent and fifty percent of the evaluation outcomes.
- The framework shall include four performance classifications, designated as **highly effective, effective, developing and ineffective**, and guidelines for school districts and charter schools to use in their evaluation instruments.

# State Law

## Funding Perf Pay

§15-977 – Classroom site fund; definitions

Subsection A

- School districts and charter schools may not supplant existing school site funding with revenues from the fund. All monies distributed from the fund are intended for use at the school site. Teacher compensation distributed pursuant to this section shall supplement, and not supplant, teacher compensation monies from any other sources.

# State Law

## Use Evaluation in the Plan

§15-977 – Classroom site fund; definitions

Subsection B

- A school district governing board must adopt a performance based compensation system at a public hearing to allocate funding from the classroom site fund pursuant to subsection ~~A of this section. Individual teacher performance shall be a component of allocation for teacher compensation.~~

# State Law

## Other Plan Items

§15-977 – Classroom site fund; definitions

Subsection C

- A school district governing board shall vote on a performance based compensation system that includes the following elements:

1 – School and school district performance
2 – Teacher evaluation
3 – Measures of academic progress based on state standards
4 – Other measures of academic progress
5 – Dropout or graduation rates
6 – Attendance rates
7 – Parent ratings
8 – Student ratings
9 – Teacher and Admin input
10 – 70% vote by teachers
11 – Appeal process
12 – Evaluated for effectiveness

# State Law

## Board Discretion to Modify

§15-977

Subsection E

- A school district **governing board may modify the elements contained in subsection C** of this section and consider additional elements when adopting a performance based compensation system. A school district governing board shall adopt any modifications or additional elements and specify the criteria used at a public hearing.

# State Law

## §15-978

**Keep Money in the Plan**

- The classroom site fund budget limit for each school district is the sum of the following:
  1. The allocation that is computed for the school district pursuant to section 15-977, subsection G, paragraph 2.
  2. The unexpended budget balance from the classroom site fund for the prior fiscal year.
  3. The net interest earned on monies in the classroom site fund during the prior fiscal year.

# Proposed 2026-27 Certified Performance Pay Plan

# 2026-27 Performance Pay Plan

**Committee Meetings**

- March 4, 2026
- April 2, 2026

**Governing Board Preview – May 12, 2026**

# 2026-27 Performance Pay Plan

**Three components, split and calculate each component separately**

**Evaluations = 50%**

**Responsibility / PD Hours = 25%**

**School Letter Grades = 25%**

# Evaluation

**Evaluation = 50%**

➔ Scored observation from MLP OASYS (standards 1–6)

➔ Calculated at the school level

| Standard Rating | HE | E | D | I |
|---|---|---|---|---|
| Point Value | 4 | 3 | 2 | 1 |

Take the average of the 6 standards point values

| Evaluation Score | 4.00 – 2.80 | 2.79 – 2.60 | 2.59 – 2.40 | < 2.40 |
|---|---|---|---|---|
| Payout % | 100% | 85% | 60% | 0% |

**Ineligibility:** The teacher is not eligible for this component if he/she receives 4 or more developing ratings or any ineffective rating on the final evaluation.

# Evaluation – Examples

## Teacher 1

| Standard | Rating | Points |
|---|---|---|
| 1 | E | 3 |
| 2 | E | 3 |
| 3 | E | 3 |
| 4 | E | 3 |
| 5 | E | 3 |
| 6 | E | 3 |
| Average | | 3 |
| Payout | | 100% |

## Teacher 2

| Standard | Rating | Points |
|---|---|---|
| 1 | D | 2 |
| 2 | E | 3 |
| 3 | E | 3 |
| 4 | E | 3 |
| 5 | E | 3 |
| 6 | E | 3 |
| Average | | 2.83 |
| Payout | | 100% |

## Teacher 3

| Standard | Rating | Points |
|---|---|---|
| 1 | D | 2 |
| 2 | D | 2 |
| 3 | E | 3 |
| 4 | E | 3 |
| 5 | E | 3 |
| 6 | E | 3 |
| Average | | 2.67 |
| Payout | | 85% |

| Evaluation Score | 4.00 – 2.80 | 2.79 – 2.60 | 2.59 – 2.40 | < 2.40 |
|---|---|---|---|---|
| Payout % | 100% | 85% | 60% | 0% |

# Responsibility / PD Hours

Hours = 25%

10 total hours of either professional responsibility and/or professional development.

- Logged outside the normal work day
- Logged outside professional expectations
- Must not be compensated for these hours
- Any cost is the financial responsibility of the staff member

Get agreement from Principal for the hours you will count.

A template for logging hours is available on the HR Portal page.

This is a yes/no component.  You either did the hours or did not.

This component is pro-rated for time in job and FTE.

# School Letter Grades

- Payout is driven by the percentage of schools with a B or higher letter grade

- All eligible teachers receive the same proportion (unless prorated for time in job and FTE)

| % of Schools with B or Higher Letter Grade | Payout |
|---|---|
| ≥ 70% | 100% |
| 69% - 50% | 75% |
| ≤ 49% | 0% |

This component causes two payouts:

1. After we know evaluation and hours
2. After we know State accountability letter grades

# Appeals

**Evaluation**
If an employee feels there has been a procedural breach, submit the appeal form and any documentation supporting the claim in writing to the email address **HR@DVUSD.org** no later than 5:00 pm Friday, 5/21/27.

Appeal form is available on the HR Portal page.

**School Letter Grades**
Once letter grades are finalized by ADE, there is no appeal process for the letter grade portion of performance pay.

# Ineligibility

An employee will become ineligible for performance pay if any one of the following conditions exist:

- One formal level discipline (reprimand, suspension without pay).
- Termination or separation of employment from district in lieu of formal discipline.
- Non-renewal for inadequate classroom performance.
- Does not complete contract or abandonment of contract.

# Pro-rated Pay

Hire Date – Number of days present – If you work more than ¾ of the year you are eligible for 100%, more than ½ the year you are eligible for 75%, more than ¼ of the year you are eligible for 50% and if less than ¼ of the year you are not eligible.

Part Time – FTE – Performance Pay will be calculated as if full time employee then weighted/pro-rated for FTE.

Leave of Absence – Number of days present – If an employee is on FMLA or Medical for 12 weeks, then the employee is still eligible for 100% when they return – no penalty. For absences after 12 weeks the same pro-rated formula for Hire Date above will be used.

# Additional Committee Discussion

- The committee continued discussion on using PLC time in place of Responsibility Hours and finding an alternative to the AASA assessment and State grades.

    - PLC hours:  We still believe there is potential for using PLC time in the plan since every teacher is included in PLC work.  However, the committee considered this might be an onerous tracking process with most of the work falling to Principals. We will re-evaluate next year.

    - The committee reviewed the NWEA and State correlation results for FY25 and there was not a high enough correlation.  We believe this correlation should improve for the FY26 results and will re-consider possible replacement of the Letter Grade component.
    - An additional issue discussed was Letter Grades consider more than assessment results

# Thank you

Tentative Agreement #74 – Board Proposed

Negotiated Solutions – Language Committee

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# INTRODUCTION

The Governing Board of the Deer Valley Unified School District No. 97 agrees that the educational welfare of children of the District is paramount in the operation of the schools.

The Governing Board recognizes that ~~teaching~~ education is a profession, that members of this profession have specialized educational qualifications, and that their participation in policy development on matters relative to the professional services of ~~teachers~~ certified staff is important to the success of school programs. In addition, every ~~teacher~~ employee shall have the right to organize, join and support any employee organization, association or group.

~~In the event that a Campus Improvement Team, in order to address the specific needs of their work site's campus improvement plan, finds a CIT recommendation in conflict with this manual, the CIT may submit a request for a variance for the duration of not more than one (1) school year.~~

~~The CIT will complete a variance request form and submit their request to the Superintendent/Designee. Each variance request will be considered on its own merit. No granted variance will establish precedence.~~

The Governing Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all power, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Arizona and of the United States.

Any conflict between the Certified Manual and Board Policy will be referred back to the negotiation process for review. The team will make a recommendation to the Board and the recognized employee groups for resolution.

~~The District is committed to providing equal employment opportunities; therefore, no employee will be discriminated against by the District on the basis of age, race, color, sex, religion, national origin, marital status or physical handicap.~~ Deer Valley Unified School District is an equal opportunity employer. Discrimination against an otherwise qualified individual with a disability or any individual by reason of race, color, religion, sex, age, or national origin is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons.

SECTION I DEFINITIONS

I. Definitions

C. CIT (Campus Improvement Team) - shall mean the representative group of campus ~~people~~ based stakeholders ~~working for an~~ empowered to make recommendations ~~and decisions~~ regarding school improvement. Each work site team must be comprised of a representative group of campus Administrators, ~~teachers~~ certified staff, ~~educational support personnel~~ classified staff, parents and patrons of the District. The team will also include students as applicable. ~~The CIT is responsible for the development, implementation, monitoring and evaluation of the yearly campus improvement plan. The CIT will present the plan to the staff for consensus prior to implementation.~~

D. ~~Credited - shall mean the upfront granting of all sick leave hours concurrent with the first day of the contract period and contingent upon successful fulfillment of that contract.~~

~~G.~~ F. Elementary - shall mean grades Pre-K-6.

~~K. Individual Base Salary – individual salary as listed on the individual's current contract.~~

~~L.~~ J. Pre-K-6 – are schools containing only grades Pre-Kindergarten through 6th.

~~M.~~K. Pre-K-8 – are schools containing grades Pre-Kindergarten through 8th.

~~O.~~ M. Seniority - an ~~teacher's~~ employee's seniority is established by the initial date of hire in the District. ~~(date of hire is the date the contract is signed).~~ This date is the point in time when the employee signs their employment contract. If employment is severed and the employee rejoins the District, the employee will be assigned a new seniority number. ~~Those teachers whose first day of hire in the District is the same shall have their seniority established by lot~~. ~~Once a teacher's seniority has been established, such seniority date shall remain with that teacher as long as the District employs that teacher~~. ~~Unpaid leaves of absence of one semester or more shall not accrue seniority, as of July 1, 1990. Seniority shall accrue and not be broken by:~~

~~1. Time lost because of an occupation-related accident~~
~~2. Use of sick leave or general leave~~
~~3. Periods of layoff~~

~~P. Seniority List - by December 1, the District will provide each campus two copies of the seniority list, one to be posted in the main office and one in the library. This list shall include the school/department. Any teachers who have been on a full-time limited contract, followed by a full-time regular contract without a break in employment, will be placed on the teacher seniority list based on their original date of hire, i.e. the first full-time limited contract.~~

SECTION III DISPUTE RESOLUTION PROCESS

III Dispute Resolution Process

a) Definitions

3. ~~Interest-Based Resolution Team (IBRT)~~Negotiated Resolution Team (NRT) – is a group of three individuals consisting of one ~~management~~ administrator, one Certified (DVEA) and one Classified (DVESPA). All members ~~must be trained in~~ will be briefed in advance of the ~~Interest-Based~~ process.

B. Grievance Procedure

2. Formal
a. Level One

i. If the grievance is not solved with the Informal Procedure, and the grievant wishes to continue processing the grievance, the grievant shall present ~~his/her~~ their grievance in writing to the Supervisor within five (5) days after the decision is rendered at the Informal Level. The grievant shall distribute copies to ~~DVEA~~Human Resources, and other Supervisors or Administrators who could remedy the problem.

b. Level Two – ~~Interest Based~~ Negotiated Resolution Team (~~IB~~NRT)

i. If the grievance is not resolved at Level One, the grievant will have five (5) days to refer the grievance to Level Two (~~IB~~NRT)

ii. The ~~IB~~NRT must occur within ten (10) days.

iii. The ~~IB~~NRT must render a written decision within five (5) days of the last session.

d.. Level Four – ~~Impartial Advisory Arbitration~~ Governing Board

i. If the grievance is not resolved at Level Three, the grievant will have five (5) days to refer the grievance to Level Four – ~~Impartial Advisory Arbitration.~~ A copy of the grievant's decision to go to ~~arbitration~~ level four and will be submitted in writing to ~~DVEA~~ Human Resources. ~~A copy of the request will be provided to the Superintendent/Designee by the grievant.~~

ii. ~~DVEA may~~ Within five (5) days after receipt of the request ~~submit the grievance to arbitration by written notification to the President of the Governing Board and the Superintendent/Designee who~~ Human Resources will

provide a copy to the Governing Board.

~~iii. The Superintendent/Designee and DVEA will within five (5) days after written notice is received, select jointly an arbitrator.~~

~~iv. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association will be called upon immediately to select an arbitrator. The American Arbitration rules will govern all parties.~~

~~v. The arbitrator will have the authority to hold hearings and make procedural rules, as he/she deems proper so long as time is kept to a minimum.~~

~~vi. The arbitrator's recommendations and findings shall be submitted in writing to the Governing Board and DVEA.~~

~~vii. The Governing Board will take official action on the report of the arbitrator at the next regularly scheduled Governing Board meeting, providing the report is received at least one (1) week prior to the Governing Board meeting.~~

~~viii. The Governing Board and DVEA will share all costs for the arbitrator jointly. A grievant representing himself or herself will be responsible to share these costs with the District.~~

C. General Provisions

2. The purpose of a grievance policy is to obtain, at the lowest Administrative level, equitable solutions to problems. The Governing Board, Administration, ~~and~~ , DVEA, or employee representative agree to keep these proceedings informal and confidential in closed sessions. No news release will be made concerning any grievance proceedings.

3. A grievance may be withdrawn at any level without prejudice. ~~and cannot be reopened~~.

~~4. An employee participating during the school day in any grievance procedures, which are scheduled by the Governing Board, will be released from regular duties without loss of salary or benefits.~~

~~5.~~ 4. A grievant may request a representative to accompany him/her to act on his/her behalf. ~~DVEA will be present at all hearings and meetings at the Formal Level and will have access to documentation on hearing proceedings unless the grievant requests otherwise.~~

~~6. Grievance proceedings will not be placed in the personnel files of the Certified employee(s) nor will they be utilized in the promotional process or any recommendation for job placement.~~

~~7. In matters dealing with DVEA rights, as defined in Section 23, the grievance will~~

~~be initiated at Level Three by DVEA.~~

~~8. All grievances to be initiated by DVEA at Level Three must first go through the Informal Level with the Superintendent/Designee.~~

~~9.~~ 5. If a grievance involves a group of Certified employees, it will be submitted to the Supervisor when it involves only one (1) campus. If more than one (1) campus is involved, the grievance will be initiated at Level Three.

~~10. A form for Request for Arbitration shall be mutually agreed upon by DVEA and the District. This form will be made available in the office of the Principal in every school and at the office of DVEA~~

## SECTION IV ACADEMIC FREEDOM

IV Academic Freedom

A. The Board recognizes its responsibility to uphold the integrity of individual rights and freedom guaranteed by the U.S. Constitution. All employees are guaranteed these rights and freedoms and are responsible for their maintenance in the academic community. ~~Further, the Board believes that students must have some exposure to controversial topics if they are to develop the ability to think critically about the issues.~~ All Employees are subject to Governing Board Policies and Laws pertaining to curriculum and instruction in all areas that facilitate the school environment. ~~No unreasonable limitation shall be placed upon study and investigation of facts and ideas concerning man, human society, the physical and biological world or other branches of learning within District approved curriculum guidelines. These topics should be handled tactfully and honestly, commensurate with the age and understanding of the students.~~

B. Student grades ~~or promotion should be~~ shall be determined by the teacher of ~~that student~~ record. ~~This will only be done through the procedures stated in ARS and the Promotion and Retention Guidelines adopted by the Board.~~ Promotion and Retention decisions shall follow District adopted processes.

## SECTION V ~~PUPIL~~ STUDENT DISCIPLINE

V. ~~Pupil~~ Student Discipline

A. The Board, Administration and ~~teaching~~ certified personnel recognize that classroom discipline is primarily the responsibility of the teacher. ~~Teaching~~ Certified personnel will be assisted by Administrative personnel on a shared responsibility basis to maintain proper discipline in the classroom, on campus, and at school activities off campus. Campus discipline is primarily the responsibility of Administration with

teachers' help.

B. Each Principal/Designee will develop and review during the current school year, a written ~~discipline plan~~ behavior management process. Each campus shall develop a school discipline plan(s) that define campus procedures.

~~1. Five teachers selected by their peers,~~ A site based work team, composed of certified staff members from different grades and/or departments and administration, shall develop the plan. ~~in committee with the Principal or appropriate Administrator.~~

2. The plan(s) shall be ~~submitted to the appropriate department~~ available for district and public review ~~by September 15th each year~~ by the first student day. The plans shall be maintained for two (2) years.

3. The ~~committee~~ work team shall distribute the plan and ~~train the faculty prior to submission of the plan to the appropriate department~~ provide necessary training to the staff prior to the first student day or prior to any change taking effect.

~~4. On campuses with more than one Administrator, others may be added to the committee, not to exceed the number of teachers.~~

~~5. The details of the plan shall be determined using an interest based collaborative process.~~

~~6. On a K-8, both K-6 and 7/8 teachers must be represented on the committee.~~

C. Upon notification of the school Administration an ~~teacher~~ employee may send a student to the office for discipline when the severity of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the presence of the student unacceptable. ~~Only the Principal/Designee has the authority to transfer a student.~~ Information regarding action taken at the administrative level may be provided only to those who meet the FERPA criteria.

D. If a student allegedly physically assaults an ~~teacher~~ employee, the ~~teacher~~ employee shall report such allegation to the Principal/Designee. The ~~teacher~~ employee will file a written report to the Principal/Designee. The Principal/Designee shall conduct an investigation of the incident and provide the ~~teacher~~ employee with a written and/or oral report of his/her findings. The District will comply with any reasonable request from the ~~teacher~~ employee for information relating to the incident or persons involved. The ~~teacher~~ employee has the right to report the incident to the police and the District will cooperate with the police investigation.

E. An ~~teacher~~ employee may, within the confines of the law, protect himself/herself or other persons.

F. ~~If a student with a history of serious behavior deviation, psychological or physical problems is to be transferred or assigned to a classroom, the teacher shall be provided with available information about the student. A conference with the Principal/Designee and appropriate personnel regarding the placement shall be held and changes in placement as a result of this conference will be made in accordance with applicable statutes.~~ When a student is being assigned or transferred to a classroom, relevant and available information that may support the student's academic, behavioral, social-emotional, or health needs shall be shared with the receiving teacher, consistent with privacy laws and district policy. This may include information related to prior supports, interventions, or identified needs. When appropriate, a collaborative meeting involving the principal or designee and relevant staff (e.g., teachers, specialists, support personnel) will be held to review the student's placement and ensure appropriate supports are in place. Any adjustments to placement or services resulting from this process shall be made in accordance with applicable laws, regulations, and district guidelines.

H. ~~Each teacher employed by the District shall be provided a copy of these guidelines and other appropriate handbooks or manuals.~~ Behavioral guidelines, handbooks, and manuals shall be available for all employees.

## SECTION VI IMPROVEMENT OF INSTRUCTION AND ~~TEACHER~~ EMPLOYEE EVALUATION

### VI Improvement of Instruction and ~~Teacher~~ Employee Evaluation

A. The purpose of the evaluation is to improve ~~teacher~~ employee quality through a collaborative process that involves interaction between evaluator and ~~teacher~~ employee. Observations will be done by a Qualified Evaluator and will note areas of ~~effective teaching~~ effectiveness, areas that need specific improvement, and areas that are inadequate based on a rubric. Evaluators will then engage in discussions with ~~teacher~~ the employee with the aim of improving ~~classroom instruction~~ work performance. Improving ~~classroom teaching~~ work performance is an on-going process and should continue throughout an ~~a teacher~~'s employee's career.

~~B. The improvement of instruction and teacher evaluation are joint responsibilities of the Administration and the teachers. This joint responsibility shall include a committee of Administrators and teachers, evenly represented, to review and recommend changes in the evaluation process and to address situations involving conflict of interest or undue bias. The following evaluation procedures have been mutually developed and constitute the District's Teacher Evaluation Process.~~

~~C.~~ B. Outline of the ~~Teacher~~ Evaluation Process

1. The District ~~teacher~~ evaluation process shall contain the following steps for both ~~novice~~ probationary and continuing ~~teachers~~ employees.

2. An orientation meeting to explain the evaluation process will take place by the end of the fifth (5th) student day. This meeting, conducted by the building Administrator, will signify the start of the evaluation process. New ~~teachers~~ employees hired after the above meeting has taken place will receive a similar orientation. No ~~teacher~~ evaluation may be done before this meeting occurs. ~~Departments, by grade levels, in small groups or full teaching staff, may do the meeting individually.~~ This meeting is for the purpose of clarifying the evaluation instrument and the evaluation process that will be used.

~~D.~~ C. Definition of Terms

1. Performance Standards - refer to the major duties performed by ~~a teacher~~ an employee

2. Performance Indicators – performance indicators provide examples of observable, tangible behaviors for each standard. The performance indicators are examples of the types of performance that will occur if a standard is being successfully met. The list of performance indicators is not exhaustive, is not intended to be prescriptive, and is not intended to be a checklist. All ~~teachers~~ employees are not expected to demonstrate each performance indicator.

3. Performance Rubrics – the performance rubric is a behavioral summary scale that guides evaluators in assessing how well a standard is performed. It states the measure of performance expected of ~~teachers~~ employees ~~-~~and provides a qualitative description of performance at each level. The description provided in the effective level of the performance appraisal rubric is the actual performance standard, thus effective is the expected level of performance.

4. Continuing Status – shall be obtained upon the offering and formal acceptance of the fourth consecutive ~~teaching~~ employment contract after being employed, full time, by the District for more than the major portion of three consecutive school years. However, ~~a teacher~~an employee who is beginning their 4th year of employment and who is designated in the lowest performance classifications may be offered a non-continuing status contract.

5. Evaluation – See paragraph F 1

6. Evaluation Ratings

a. Teacher:

~~a.~~ i. Ineffective - an ineffective teacher consistently fails to meet expectations and requires a change in performance. This teacher's students generally made unacceptable levels of academic progress. The ineffective teacher demonstrates minimal competency in the State Board of Education adopted professional teaching standards, as determined by at least two classroom observations.

~~b.~~ ii. Developing – a developing teacher fails to consistently meet

expectations and requires a change in performance. This teacher's students generally made unsatisfactory levels of academic progress. The developing teacher demonstrates an insufficient level of competency in the State Board of Education adopted professional teaching standards, as determined by at least two classroom observations. The developing classification is not intended to be assigned to a veteran teacher for more than two consecutive years. This classification may be assigned to new or newly-reassigned teachers for more than two consecutive years.

~~c.~~ iii.Effective - an effective teacher consistently meets expectations. This teacher's students generally made satisfactory levels of academic progress. The effective teacher demonstrates competency in the State Board of Education adopted professional teaching standards, as determined by at least two classroom observations.

~~d.~~ iv. Highly Effective - a highly effective teacher consistently exceeds expectations. This teacher's students generally made exceptional levels of academic progress. The highly effective teacher demonstrates mastery of the State Board of Education adopted professional teaching standards, as determined by at least two classroom observations. For employees on the alternative performance evaluation cycle, who have had three consecutive years of Highly Effective evaluation ratings, may be eligible for a minimum of one contract cycle observation.

b. Educational Specialists

i. Ineffective - Consistently fails to meet expectations and requires a change in performance. Learners/programs generally made unacceptable levels of progress. Demonstrated minimal competency in professional standards, as determined by at least two Observations.

ii. Developing - Fails to consistently meet expectations and requires a change in performance. Learners/programs generally made unsatisfactory levels of progress. Demonstrated insufficient level of competency in professional standards, as determined by at least two observations. Developing classification is not intended to be assigned to a veteran educational specialist for more than two consecutive years. Developing classification may be assigned to new or newly-reassigned educational specialists for more than two consecutive years.

iii. Effective - Consistently meets expectations. Learners/programs generally make satisfactory levels of progress. Demonstrated competency in professional standards, as determined by at least two observations.

iv. Highly Effective - Consistently exceeds expectations. Learners/programs generally make exceptional levels of progress.

Demonstrated mastery of professional standards, as determined by at least two observations. For employees on the alternative performance evaluation cycle, who have had three consecutive years of Highly Effective evaluation ratings, may be eligible for a minimum of one contract cycle observation.

~~7. Ineffective teacher - an ineffective teacher consistently fails to meet expectations and requires a change in performance. This teacher's students generally made unacceptable levels of academic progress. The ineffective teacher demonstrates minimal competency in the State Board of Education adopted professional teaching standards, as determined by at least two classroom observations.~~

~~8.~~ 7. ~~Novice teacher~~ Probationary Employee – ~~teachers~~ employees who have not been employed full-time by the District for more than the major portion of three consecutive school years (non-continuing status).

~~E.~~ D. Observations

1. Observations are intended to provide information on a wider variety of contributions made by ~~teachers~~employees ~~-~~in the classroom or to the school community as a whole. Administrators are continually observing in their schools by walk-throughs, non-instructional spaces, attending meetings, and participating in school activities. These day to day observations are not necessarily noted in writing, but they do serve as a source of information.

2. Observations shall begin after the ~~initial meetings~~ employee receives formal notice of their identified evaluator (including the appropriate timeline to request a change of evaluator), and continue until the evaluation is completed.

a. Pre-conferences before observations may be requested by the evaluator or the employee, but they are not required as part of the process.

3. ~~Prior to each evaluation there will be a minimum of two observations.~~For the contract cycle, probationary and continuing employees will have a minimum of two observations, mid-year performance rating, and a summative evaluation. Continuing employees who qualify for the alternative performance evaluation cycle may receive only one observation annually.

a. ~~At least two actual classroom observations of a Certified teacher demonstrating teaching skills in a complete and uninterrupted lesson by the person observing the teacher (per evaluation) are required.~~The evaluator is required to observe a complete, uninterrupted lesson. For non-instructional employees, evaluators can observe uninterrupted work. There may be additional observations of longer or shorter duration.

c. Within 10 business days after each observation, the person observing the ~~teacher~~ employee shall provide written feedback to the ~~teacher~~ employee.

d. Employees must be notified in writing when receiving an ineffective rating on an observation within 48 hours of the observation by their evaluator.

4. The Board approved alternative performance evaluation cycle may waive the requirement of a second ~~classroom~~ observation for a continuing ~~teacher~~employee ~~whose teaching~~. The employee's performance, based on the first ~~classroom~~ observation, places the ~~teacher~~ employee in one (1) of the two (2) highest performance classifications for the current school year, unless the ~~teacher~~employee or administrator deems an additional observation(s) ~~second observation needs to~~ should be conducted.

a. Only ~~teachers~~ employees who have been evaluated and designated in the highest performance classification (highly effective) for at least three (3) consecutive years in the district may participate in the alternative performance evaluation system.

b. Within 10 business days after the observation, the person observing the ~~teacher~~ employee shall provide written feedback to the ~~teacher~~ employee.

c. ~~If an expedited performance review under this subsection determines that the teacher is not in the highest performance classification, the teacher shall be removed from the alternative performance evaluation cycle and be reviewed on the established evaluation system.~~If an employee receives a summative evaluation rating less than highly effective, the employee shall be removed from the alternative performance evaluation cycle and be reviewed on the established evaluation cycle.

~~5. A follow-up observation(s) shall be done to check for improvement before the evaluation is completed. All observation dates shall be reported on the evaluation form if any information from the observation(s) is/are to be used on the evaluation form.~~

~~6. As there are several observations done throughout the school year, there should be time for a teacher to work for improvement on any areas that are ineffective. Improvements can then be noted on the evaluation form. Pre-conferences before observations may be requested by the evaluator or the teacher, but are not a requirement within the process.~~

F. Evaluation

1. The mid-year performance rating is used to formatively report the employee's performance status following the first observation in the contract cycle.

~~1.~~ 2. The summative evaluation is for the purpose of ~~reporting the progress made by the teacher during the observations~~ documenting and reporting the employee's performance over the course of the contract cycle.. The evaluator shall complete the summative evaluation ~~before~~ by May 15 of each school year. ~~The teacher shall receive the evaluation form within five (5) days after the evaluation post conference.~~

~~2.~~ 3. Before marking "ineffective" on ~~an~~ the summative evaluation, there must be an "ineffective" on an observation.

~~3.~~ 4. ~~Teacher rebuttals will automatically be attached to the appropriate observation or evaluation.~~ The Employee electronic signature on the evaluation form acknowledges participation in, but does not necessarily indicate ~~concurrence~~ agreement with, the evaluation. If the ~~teacher~~ employee chooses to disagree, a written rebuttal ~~must~~ may be ~~attached to the evaluation form~~ submitted to Human Resources. The ~~teacher~~ employee has until the first student day of the following school year to submit a rebuttal. ~~The indicators of adequacy in the evaluation document have been established by the Deer Valley School District.~~

G. Performance Improvement Plan

1. An improvement plan will be developed for any ~~teacher~~employee with a noted ineffective component during an observation. If ~~a teacher's~~ an employee's performance does not meet the expectations established by the School/District, the ~~teacher~~ employee may be placed on a performance improvement plan. The evaluator and the ~~teacher~~ employee will jointly develop ~~this~~ the performance improvement plan.

2. The following list indicates some suggestions in preparing an improvement plan: ~~a.~~ Areas where improvement is needed, ~~b.~~ Specific suggestions for improvement, ~~c.~~ Additional resources to be utilized to assist with improvement, ~~d.~~ Evaluator's role in assisting the ~~teacher~~ employee, ~~e.~~ Techniques for measurement of improvement, ~~f.~~ Time schedule for monitoring of improvement, ~~g.~~ If appropriate, release time for the ~~teacher~~ employee ~~to avail himself/herself of other resources to improve~~may be provided to take advantage of other resources in the areas ~~in which deficiencies were cited~~ of deficiency.

3. An ~~teacher~~ employee shall not be held accountable for any aspect of the education program over which ~~he/she~~ they ~~has~~ have no authority or ability to correct deficiencies.

H. Change of Evaluators

1. An ~~teacher~~ employee may request a change in their primary evaluator if ~~he/she~~ they feel there is a conflict of interest. (A relative may not ~~supervise or~~ evaluate another

relative.) A request for Change of Evaluator form must be submitted to the Deputy Superintendent of Human Resources no later than the end of the 10th student day. The Superintendent/Designee shall contact the ~~teacher~~ employee in order to pursue the following options for changing the primary evaluator.

a. The Deputy Superintendent of Human Resources will choose another qualified evaluator from the same campus as the ~~teacher~~ employee.

2. The appointment of a different qualified evaluator shall take place within fifteen (15) days of the initial date of ~~teacher~~ employee request.

~~3. If a new evaluator is appointed, any observation(s) by the previous evaluator for the current school year becomes null and void.~~

~~4.~~ 3. If a Certified ~~teacher~~ employee has received Preliminary Notice of Inadequacy of Classroom Performance per A.R.S. 15-538, 15-539 the ~~teacher~~ employee may not request a change of evaluator during the duration of that process, nor are they eligible for transfer.

~~5.~~ 4. If a Certified ~~teacher~~ employee should receive an inadequate rating on a previous evaluation and does not receive a Preliminary Notice of Inadequacy of performance per A.R.S. 15- 538, 15-539; they may request a change of evaluator for the following year.

~~I. Novice Teachers~~

~~Each probationary teacher shall have one (1) evaluation per school year.~~

~~The evaluation shall be completed by May 15th. There may be other observations during the school year of longer or shorter duration.~~

~~In addition, each teacher will have an initial meeting with the evaluator concerning the professional development plan for the coming year and a year-end meeting to discuss the year and make plans for the upcoming year.~~

~~J. Continuing Teachers~~

~~Each continuing teacher shall have at least one evaluation per year, to be completed by May 15th.~~

~~In additions, each teacher will have an initial meeting with the evaluator concerning the professional development plan for the coming year and a year-end meeting to discuss the year and make plans for the upcoming year.~~

~~Each continuing teacher may also request a progress update with the evaluator. This conference may be requested by either the teacher or the evaluator.~~

~~K. Forms~~

~~All evaluation instruments and forms shall be posted on the District web site in the Human Resources section. No other evaluation forms shall be used in the process.~~

~~A committee shall mutually develop any additional forms used for evaluation. The committee shall be comprised of equal numbers of employees and Administrators.~~

SECTION VII PERSONNEL FILES

VII Personnel Files

A. Definitions

2. Personnel File – is the official electronic personnel file maintained by the Human Resources Department. Materials in this file shall contain all material related to the employment process (i.e. transcripts, recommendation for hire, contracts, etc.), employment history in the District, evaluations, and discipline ~~and assessments~~.

D. Employee ~~or a representative designated in writing~~ shall have the right to review the contents of the electronic personnel file.

F. No material derogatory to an employee's conduct, performance, character or personality shall be placed in the electronic personnel file unless the employee has had the opportunity to review the material. The employee shall acknowledge that ~~he/she~~ they ~~has~~ have had the opportunity to review such material by affixing ~~his/her~~ their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, which shall be reviewed and signed by the Superintendent/Designee and attached to the file copy(ies).

H. The employee shall have the right to submit material for ~~his/her~~ their file. This material shall be submitted to the Human Resources Department who shall place this material in the file of that employee unless it is determined to be inappropriate or unnecessary. An explanation for not placing this material in the electronic personnel file shall be made to the employee and this submitted material shall be returned to the employee.

SECTION X REDUCTION IN FORCE

II Reduction in Force

A. ~~Layoff~~ Reduction in Force Process

1. The Governing Board may eliminate ~~teachers~~ Certified employees in the District in order to effectuate economies in the operation of the District or to improve the efficient conduct and administration of the schools of the District. Should a Reduction in Force (RIF) become necessary, this reduction shall be determined by Governing Board Policy

GCQA and the following preliminary procedures:

a. ~~Projected enrollment and program needs~~ Project staffing needs based on enrollment, program needs, and class loads.

~~b. Determine the present staff in each grade/subject area~~

~~c.~~ b. Establish the staff for the following year based on:

i. Resignations
ii. Leaves of absence
~~iii. Transfers to non-bargaining positions~~
~~iv. Other movement that will create or fill a position~~

~~d. Project staffing needs based on enrollment, program needs, and class size.~~

~~2. In the event that a District-wide reduction of personnel shall become necessary, the District shall attempt to accomplish the layoff through voluntary means.~~

~~3.~~ 2. ~~Teachers~~ Employees ~~to be laid off~~ who have been RIF'd for the ensuing school year shall be notified in writing of ~~such layoff~~ the Reduction in Force in accordance with statutory requirements.

3. See Appendix R for Reduction in Force rubric

## SECTION XVI VACANCIES/TRANSFER/ASSIGNMENTS

XVI Vacancies/Transfers/Assignments

A. Definitions

11. Seniority List - A list of certified employees outlined by seniority number. (By December 1, the District will provide each campus with an updated copy of the certified seniority list, to be accessible for all employees.)

## SECTION XVII SUBSTITUTES

XVII Substitutes

A. Substitute Staff

1. When possible, the District shall provide substitutes for ~~a teacher~~ classroom-based staff. ~~with the exception of Special Education Strategist (SCS), Psychologists, Reading~~

~~Specialist, Speech, Adaptive P.E., English Language Learners (ELL), Non Pullout Band, Title 1, Librarians, SAGE, and Counselors.~~ Substitutes needed for other Certified positions may be provided upon need or request.

~~3. Substitutes shall be paid in accordance with the substitute salary schedule.~~

~~4. Substitutes shall be subject to the same rules and regulations as the regular personnel.~~

B. Arrangement for Substitutes

1. ~~All certified employees who are going to be absent shall report all absences using the District Automated Absence System~~ All certified employees must report absences through the District Automated Absence System in accordance with district procedures. If an employee knows they will be absent the next day, they must report it in the system as soon as possible.

~~2. If the certified employee who has been absent is aware that he/she will be absent the following day, he/she shall use the District Automated Absence System to report the absence.~~

~~3. Certified employees shall not secure their own substitutes.~~

~~4. Certified employees shall immediately notify the District Automated Absence System when personal leave has been scheduled.~~

~~5.~~ 2. If a certified employee becomes ill during the school day, the school Secretary or Principal/Designee shall notify the District Automated Absence System and request a substitute replacement if appropriate. If a substitute cannot be found, personnel within the school shall cover absences during the day. ~~Teachers~~ Employees shall be compensated at the ~~extra duty rate~~ class coverage rate for this service in accordance with Section XX B.2.c unless campus sub allocation has been depleted and ~~teacher~~ employee is providing unpaid coverage.

~~6.~~ 3. A ~~plan~~ sub rotation schedule shall be reviewed and/or developed annually at each school with ~~teacher~~ employee input to deal with teacher~~/nurse~~ absences when a substitute is not available. The ~~plan~~ schedule shall have provisions for paid and unpaid substitute coverage. ~~Paid coverage shall be on a voluntary basis unless no volunteer can be found.~~ The plan shall be finalized, submitted to Human Resources for approval by the first student day and copies distributed to the ~~faculty~~ staff ~~of each school by September 30~~. "Sub ~~Allocation~~ Rotation Guidelines" provides procedures and parameters for plan development.

~~7.~~ 4. Nurse Substitute Plan

a. Each school will submit a plan of action to Human Resources by ~~September 30th~~ by the first student day addressing coverage when the nurse is absent.

b. This plan will be developed and shared with affected staff at the beginning of each school year.

~~C. Substitute Rotation Plan~~

~~1. K-6 and K-8 Schools~~

~~a. Each site shall create a committee composed of the site Coordinator/Designee, one representative from primary (K- 3), intermediate (4-6), two special area representatives (P.E., Art, Music, Sage, and Band), a Special Education teacher, and a recognized employee group representative. The committee shall meet to develop the schedule by consensus.~~

~~b. In the case of the K-8, one additional teacher from (7-8) shall represent 7th and 8th.~~

~~c. Each group shall select its representative to the committee, who will provide input from the constituency.~~

~~d. Once a plan is developed, 2/3rds of the Certified staff must vote to approve the schedule.~~

~~e. The plan shall be finalized, submitted to Human Resources for approval and copies distributed to faculty of each school by September 30th.~~

~~f. Failure to reach the 2/3rds approval shall result in referral of the plan to a joint recognized employee group-District committee for resolution. The committee shall consist of the Superintendent/Designee, the recognized employee group President/Designee, each of whom shall appoint one other representative.~~

~~2. Middle Schools and High Schools~~

~~a. Each site shall create a committee composed of the site Administrator/Designee and teacher representatives. There shall be one representative per department with a minimum of five (5) representatives. At least one member of the committee shall be a representative from the recognized employee group. Each department representative will provide input from their constituency. The committee shall develop the substitute rotation plan by consensus.~~

~~b. Once a plan is developed, 2/3rds of the Certified staff must vote to approve the schedule.~~

~~c. The plan shall be finalized, submitted to Human Resources for approval and copies distributed to the faculty of each school by September 30th.~~

~~d. Failure to reach the 2/3rds approval shall result in referral of the plan to a joint recognized employee group-District committee for resolution. The committee shall consist of the Superintendent/Designee, the recognized employee group President/Designee, each of who shall appoint one other representative.~~

## SECTION XIX EMPLOYEE FRINGE BENEFITS

XIX Employee Fringe Benefits

A. Deer Valley Retirement Program

1. After fifteen (15) consecutive years of full-time service at the time of retirement in the District and attainment of at least age fifty (50), an employee shall become eligible for the Deer Valley retirement program.

2. Upon Approval of the Governing Board,

b. For employees who have retired under the Arizona State Retirement System (ASRS), the District will reimburse the employee the difference between the subsidy and the cost of the ASRS group insurance until the employee becomes Medicare eligible, provided the employee meets the District criteria for continuing coverage and enrolls in the ASRS insurance plan. Employees are responsible to pay premiums for any dependent coverage and/or additional life/vision insurance up to Medicare eligibility. NOTE: DVUSD will not offer retiree insurance benefits to new hires with start dates after June 30, 2009. Part-time employees with no break in service are eligible for the grandfathered benefit with regard to start date, if they are in a benefit eligible position for at least 15 consecutive years at the time of retirement.

~~c. Deer Valley District will not offer retiree insurance benefits to new hires with start dates after June 30, 2009.~~

~~d.Part time, non-continuing employees with no break in service are eligible for the grandfathered benefit.~~

~~e.~~c. Employees will receive the long term substitution rate, in effect, for substituting in the district.

~~f.~~ d. If the employee has accrued sick leave and general leave, ~~he/she~~ they will be paid for ~~his/her~~ their days according to the negotiated

agreement.

3. An employee who participates in the Deer Valley Retirement Program may return to full- time employment with the District. Starting salary will be the base salary on the initial placement hiring schedule for the position taken or 80% of their salary when they exited, whichever is greater. This provision shall not apply to substitutes or those hired for special projects that are less than full time. Anything other than full time employment is compensated at the long-term substitute rate.

## SECTION XX PROFESSIONAL COMPENSATION

XX Professional Compensation
B. Extra-Duty Pay Schedule – All Employees

1. Off Contract or Summer Work – Pay Rates
The hourly rate of pay for a teacher working in their regular job classification area for off contract or summer days is determined by using the beginning salary multiplied by .0009.

2. Teachers shall be compensated for the following administratively approved activities. Compensation shall be at the extra-duty rate per hour. This shall not apply to any extra duty positions already being compensated per Section XX. Professional Compensation, Sub-Section B., Extra Duty. The extra duty rate per hour is:

c. Class coverage ~~during prep by K-12 teacher. The new hourly pay for Certified coverage during prep is determined by using the beginning salary multiplied by .0009~~ $35.00

Tentative Agreement – Board Proposed

Negotiated Solutions – Language Committee

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APPENDIX a

1. INTRODUCTION

~~The District is committed to providing equal employment opportunities; therefore, no employee will be discriminated against by the District on the basis of age, race, color, sex, religion, national origin, marital status or physical handicap.~~

Deer Valley Unified District is an equal opportunity employer. Discrimination against an otherwise qualified individual with a disability or any individual by reason of race, color, religion, sex, age, or national origin is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons.

2. DEFINITIONS

G. FTE is Full Time Equivalency based on an 8.0-hour work day. For Part Time employees, FTE is calculated by dividing the number of hours they are assigned to work each day by 8.

~~H.~~ I. Hours - ~~- in 2011-2012, days were converted to hours.~~ The hours quoted are for full time 1.0 employees and are pro-rated for part time employees based on FTE.

~~I.~~J Lateral transfer - shall mean movement from one position to another, each of which has the same salary range and a similar job description and skills requirement.

~~I.~~ K. Part-Time - shall mean a position(s) with less than six (6) hours per day.

~~J.~~L. Personnel File – the official employee file maintained by the Human Resources Department. Materials in this file shall contain all materials related to the employment process, i.e. recommendations for hire, contracts, Notices of Appointment, employment history in the District, evaluations and assessments.

~~K.~~M. Seniority - an employee's District seniority is established by the start date and time that they accepted their appointment as a full-time employee. ~~Those employees, whose start date in the District is the same, shall have their seniority established by lot.~~

~~L.~~ N. Substitute - a person hired to fill in for a Classified employee or a vacant position.

~~M.~~ O. Work Week - each work week starts on WEDNESDAY and ends on TUESDAY.

~~N.~~ P. Site Based Disciplinary File - an Administrator/Supervisor's disciplinary record or notes of an employee's performance at the campus/department level. The disciplinary file will be accessible to all Campus Administrators and or direct Department Supervisors on a campus/department. Employee must be notified of any documentation being placed in their disciplinary file.

3. DISPUTE RESOLUTION PROCESS

B. Grievance Procedure

2. FORMAL

a. Level One

1) If the grievance is not solved with the informal procedure, and the grievant wishes to continue processing the grievance, the grievant shall present his/her grievance in writing to the Supervisor within five (5) days after the decision is rendered at the informal level. The grievant shall distribute copies to a DVESPA representative, and other Supervisors or Administrators who could remedy the problem.

b. Appeal Level Two- Superintendent/Designee

3) ~~Arguments~~ Information and documentation of all parties will be presented in writing at Level One hearings. Copies shall be given to all persons involved in the grievance.

c. Appeal Level Three– Governing Board ~~Impartial Advisory Arbitration~~

1) If the grievance is not resolved at Level Two, the grievant will have five (5) days to refer the grievance to Level Three – ~~impartial advisory arbitration.~~ A copy of the grievant's decision to go to level three ~~arbitration~~ will be submitted in writing to Human Resources ~~DVESPA~~. ~~A copy of the request will be provided to the Superintendent/Designee by the grievant.~~

2) ~~DVESPA may, within five (5) days after receipt of the request, submit the grievance to arbitration~~ Human Resources will submit the request by written notification to the ~~President of the~~ Governing Board. ~~and the Superintendent/Designee.~~

~~3) The Superintendent/Designee and DVESPA will, within five (5) days after written notice is received, select jointly an arbitrator.~~

~~4) If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association will be called upon immediately to select an arbitrator. The American Arbitration rules will govern all parties.~~

~~5) The arbitrator will have the authority to hold hearings and make procedural rules, as he/she deems proper so long as time is kept to a minimum.~~

~~6) The arbitrator's recommendations and findings shall be submitted in writing to the Governing Board and DVESPA.~~

~~7) The Governing Board will take official action on the report of the arbitrator at the next regularly scheduled Governing Board meeting, providing the report is received at least one (1) week prior to the Governing Board meeting.~~

~~8) The Governing Board and DVESPA will share all costs for the arbitrator jointly. A grievant representing him or herself will be responsible to share these costs with the District~~.

C. General Provisions

2. The purpose of a grievance policy is to obtain at the lowest Administrative level equitable solutions to problems. The Governing Board, Administration, and DVESPA or employee representative agree to keep these proceedings informal and confidential in closed sessions. No news release will be made concerning any grievance proceedings.

3. A grievance may be withdrawn at any level without prejudice. ~~and cannot be reopened.~~

~~4. An employee participating during the school day in any grievance procedures, which are scheduled by the Governing Board, will be released from regular duties without loss of salary or benefits.~~

~~5.~~ 4. A grievant may request a representative to accompany him/her to act on his/her behalf. ~~DVESPA will be present at all hearings and meetings at the formal level and will have access to documentation on hearing proceedings unless the grievant requests otherwise.~~

~~6. Grievance proceedings will not be placed in the personnel files of the Classified employee(s) nor will they be utilized in the promotional process or any recommendation for job placement.~~

7. ~~In matters dealing with DVESPA rights, as defined in Section 22, the grievance will be initiated at Level Two by DVESPA.~~

8. ~~All grievances to be initiated by DVESPA at Level Two must first go through the Informal Level with the Superintendent/Designee.~~

~~9.~~ 5. If a grievance involves a group of Classified employees, it will be submitted to the Supervisor when it involves only one (1) campus. If more than one (1) campus is involved, the grievance will be initiated at Level Two.

10. ~~A form for request for arbitration shall be mutually agreed upon by DVESPA and the District.~~

4. ~~PUPIL~~ STUDENT DISCIPLINE

C. The Site ~~discipline committee~~ based work team ~~to~~ will solicit and include input from Classified staff in the discipline plan review process each year.

5. EVALUATION

A. All Classified Employees

1. All Classified employees shall be evaluated at least once during his/her work year. The evaluation shall be conducted by the immediate Supervisor/Administrator. Input may be given on the evaluation by the appropriate Supervisor/Administrator. The evaluation process must be completed prior to the end of the employee's work year.

2. The employee shall receive a copy of the evaluation within ten (10) days of the evaluation conference and shall have the right to request a conference with the appropriate Supervisor/Administrator.

6. HUMAN RESOURCES FILES

A. The Human Resources Department shall supervise the maintenance and updating of the personnel files.

B. ~~A signed copy of the Classified Performance Evaluation should be kept by the Supervisor/Administrator~~. Completed Performance Evaluations will be stored electronically and will be accessible for the employee and the Supervisor/Administrator.

E. No material derogatory to an employee may be placed in the personnel file unless employee has had the opportunity to review and sign the document. Such signature in no way indicates agreement with the contents thereof. If the employee refuses to sign, the Supervisor will so note in the presence of the employee (if possible) and a witness (except in case of emergency). The employee shall also have the right to submit a written answer to such material which shall be reviewed and signed by the ~~Director~~ Deputy Superintendent of Human Resources/Designee and attached to the file copy(ies).

F. The employee shall have the right to submit material for his/her file. This material shall be submitted to the Administrator/Designee, and then forwarded to the ~~Director~~ Deputy Superintendent of Human Resources/Designee who shall place this material in the file of that employee unless it is determined to be inappropriate or unnecessary. An explanation for not placing this material in the personnel file shall be made to the employee and the submitted material shall be returned to the employee.

**7.** PUBLIC CRITICISM

A. Upon knowledge by the Supervisor/Administrator of any complaint by a citizen about an employee, that complaint shall be reported in writing to the employee within two (2) days by the Supervisor/Administrator receiving the complaint. Any complaint not reported to the employee within the above time limit shall not be used in any formal evaluation or any disciplinary action. Any complaint used in any formal evaluation must include full documentation and shall be available to the employee.

8. DISCIPLINARY ACTION AGAINST EMPLOYEES

A. Disciplinary Action.

1. In an emergency situation, where there may be a threat of physical or mental harm, there may be immediate steps taken by the Supervisor/~~Administration~~ Administrator.

2. Only ~~an~~ a Supervisor/Administrator authorized by the Superintendent/Designee in the appropriate category of supervision shall administer disciplinary action and oversee disciplinary hearings.

3. Disciplinary action steps shall include the following:

a. ~~Verbal written warning~~ Written Record of a Verbal Warning ~~(employee may be advised in writing that this is a verbal written warning).~~ This item will be placed in the campus/department Site Based Disciplinary file. The employee shall also have the right to submit a written response to be included in ~~to~~ their Site Based Disciplinary file.

b. Written warning. This item will be placed in the campus/department Site Based Disciplinary file. The employee shall also have the right to submit a written response to be included in ~~to~~ their Site Based ~~d~~Disciplinary file.

c. Written reprimand. (Signed original must be sent to the Human Resources Department.)

d. Suspension with pay/suspension without pay (for a maximum of ten (10) working days). (Signed original must be sent to the Human Resources Department.)

9. DUE PROCESS

A. Minor Disciplinary Action: ~~Verbal Warnings~~ Written Record of a Verbal Warning, Written Warning, Written Reprimand

1. No Timeline

Exception: Public Criticism, Classified Manual, Section 7 – when appropriate, "any complaint by a citizen about an employee, that complaint shall be reported in writing to the employee within two (2) days by the Supervisor/Administrator~~/Supervisor~~ receiving the complaint."

2. Due Process Meeting

A meeting should be held with the employee who is to be charged with an infraction of Board Policy or Procedures, and/or administrative rules and regulations and/or campus rules or procedures. At this meeting, the Supervisor/Administrator shall discuss specific actions and infractions that allegedly occurred. The employee will explain their side to the alleged charge(s). A ~~Letter of Acknowledgement~~ Written Record of a Verbal Warning and Express Directive Concerning Future Conduct, a Letter of Warning and Express Directive Concerning Future Conduct or a Letter of Reprimand and Express Directive Concerning Future Conduct should not be prepared before the meeting.

B. Suspensions Without Pay~~/Termination~~

1. The District Supervisor/Administrator~~/Supervisor~~ will follow the procedures as outlined in Governing Board Policy GDQD regarding any recommendation for a suspension without pay. ~~and termination.~~

C. Dismissal

1. The District Administration/Supervisor will follow the procedures as outlined in Governing Board Policy GDQD regarding any recommendation for dismissal.

10. SURPLUS/REDUCTION IN FORCE (RIF)

A. Surplus

1. Definitions

B. Reduction In Force (RIF)

Recall- refers to the process of rehiring or bringing back employees that were impacted by RIF

11. EMPLOYMENT STATUS

A. Full-Time Employees

1. Those employees in full-time (six (6) hours or more) positions shall receive a Notice of Appointment. ~~Employees receiving this Notice of Appointment shall receive the option for being paid in the number of paychecks as outlined in Section 20.A.~~

D. Resignation

Employees resigning their jobs with Deer Valley Unified School District will be expected to give ten (10) working days' notice when possible. Any resignation must give a date of last day worked. If an employee chooses to use leave to try to extend their employment, at the district's discretion, the resignation date can be changed to reflect the last day worked at the location. Any keys, badges, tools, equipment, etc. for which the employee has been responsible and has been issued must be returned as of the resignation effective date. Sick leave is credited in advance at the beginning of the fiscal year. If an employee should resign, the sick leave is prorated and docked based on days worked.

E. Termination

Terminations will follow the procedures as outlined in Governing Board Policy GDQD. Any keys, badges, tools, equipment, etc. for which the employee has been responsible and has been issued must be returned immediately. Sick time is credited in advance at the beginning of the fiscal year. If an employee is terminated, the sick time is prorated and docked based on days worked if the employee is eligible for a payout of time.

12. EMPLOYEE DAILY TIME SCHEDULES

B. Office Employee Hours

Full-time office employee hours will be eight and one-half (8-1/2) hours per day which will include two (2) fifteen (15) minute breaks and an unpaid half-hour (1/2) for lunch as determined by the Supervisor/Administrator~~/Supervisor.~~

K. Non-Job-Related Duties

Classified employees ~~shall not~~ may be assigned to cover duties involving the supervision of students, although they are not permitted to deliver curriculum. ~~unless such supervision is job-related, such as the position of campus monitor, instructional aide, and paraprofessional.~~ Assigned duties may include providing coverage for absent classified employees or filling existing classified staff vacancies on the campus. Classified staff may only be utilized for certified staff class coverage in the event of an emergency or after all certified substitute resources have been exhausted. ~~Other Classified employees (office personnel, maintenance/custodial personnel and food service personnel) may be assigned to cover duties in emergency situations only.~~

13. FACILITIES, EQUIPMENT, AND MATERIALS

B. Classified employees shall have input into the design of work-related areas and furnishings of such areas when new sites are being constructed or existing sites are being remodeled.

D. ~~The Transportation Department shall provide secured mailboxes for employees.~~

14. SAFETY PROVISIONS

A. Employees will not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their safety or well-being as determined by the District or governmental standards.

17. ABSENCE REPORTING AND SUBSTITUTE REQUEST

It is the responsibility of all Classified personnel to report an absence whether

or not a substitute is required. All Classified personnel are to enter their absences into the District's electronic substitute reporting system. ~~call the District Substitute Service or log onto the District website and follow school or department procedures.~~ Failure to report an absence is considered an absence without leave according to Governing Board Policy GCC.

19. EMPLOYEE FRINGE BENEFITS

A. Deer Valley Retirement Program

1. After fifteen (15) consecutive years of full-time service, at the time of retirement, in the District and attainment of at least age fifty (50), an employee shall become eligible for the Deer Valley Retirement Program.

2. Upon Approval of the Governing Board:

b. For employees who have retired under the Arizona State Retirement System (ASRS), the District will reimburse the employee the difference between the subsidy and the cost of the ASRS group insurance premium until the employee becomes Medicare eligible, provided the employee meets the District criteria for continuing coverage and enrolls in the ASRS insurance plan. Employees are responsible to pay premiums for any dependent coverage and/or additional life/vision insurance up to Medicare eligibility. NOTE: DVUSD will not offer retiree insurance benefits to new hires with start dates after June 30, 2009. Part-time employees with no break in service are eligible for the grandfathered benefit with regard to start date, if they are in a benefit eligible position for at least 15 consecutive years at the time of retirement.

~~c. Deer Valley District will not offer retiree insurance benefits to new hires with start dates after June 30, 2009.~~

~~d. Part-time employees with no break in service are eligible for the grandfathered benefit with regard to start date.~~

~~e.~~c. If the employee has accrued sick leave, he/she will be paid for his/her days according to the negotiated agreement.

~~f. Employees will receive the substitute rate of pay (entry level) for the position they are substituting in.~~

3. An employee who participates in the Deer Valley Retirement Program may return to full time employment with the District. Starting salary will be the base salary on the initial placement hiring schedule for the position taken or 80% of their salary when they exited,

whichever is greater. This provision shall not apply to substitutes or those hired for special projects that are less than full time.

B. Paid Leaves of Absence

8. Bereavement

Bereavement leave not to exceed five (5) days shall be granted upon the death of a member of the immediate family. The immediate family includes father, mother, or one who served in the same capacity, brother, sister, wife, husband, fiancé, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandmother or grandfather. Additional bereavement leave needed may be granted but will be deducted from general leave. Individual exceptions for bereavement may be approved by the ~~Director~~ Deputy Superintendent of Human Resources.

20. Salary Compensation

B. Extra Duty Pay Schedule

4. If a Classified Employee wants to sub for a vacancy on a campus they would follow the Classified Vacancy Substitute Process. This process allows a staff member to substitute in a vacancy, with the agreement of the campus that the vacancy exists, and make either their rate of pay or the vacancy base rate, whichever is higher.

~~4.~~5. Classified employees who sign an addenda and assume the duties of coaching or sponsoring an extra-curricular sport or club/ activity shall be paid the current certified addendum rate for that activity.

~~5.~~6. Addenda positions may not be job related.

APPENDIX

# CLASSIFIED HIRING SCHEDULE

## Annual Increase Process

Current employees, who have completed 1 year of employment in the district, transferring or reassigning to a new range receive an increase/decrease as follows:

- RANGE ~~14~~ 15-22 – 1% increase/decrease

# Negotiated Solutions Team (NST) - Tentative Agreement

DEER VALLEY UNIFIED SCHOOL DISTRICT

May 12, 2025

# Certified NST Members

| | |
|---|---|
| Jenna Moffitt | Deputy Superintendent of HR |
| Kristi Bushnell | Manager of HR |
| Brittany Sutton | Principal, Boulder Creek HS |
| Brittany Dyer-Hurdon | Principal, Stetson Hills |
| Kelley Fisher | DVEA President |
| Marcia Karls | Teacher, Mirage |

# Classified NST Members

| | |
|---|---|
| Matt Hreha | HR Director of Classified |
| Ray Utter | BLT, Principal |
| Kramer Starr | BLT, Assistant Principal |
| Jeff Kingsley | DVESPA President, Transportation |
| Kerri Knudsen | DVESPA, Paraprofessional |
| Ben Pena | DVESPA, Facilities |

# Certified Negotiated Agreement Changes

# Standard Edits:

- Table of Content (pupil/student-teacher/employee)
- Definitions (update equal employment language)
- Introduction (clarity, add pre-K)
- Personnel Files (remove representative)
- Vacancies/Transfer/Assignments (added definition and timeline for seniority list)

# Section III – Dispute Resolution Process

**Updated language to:**

- **Replace IBRT with NRT**
- **Broaden definition of representative**
- **Mirror Policy KEB and KEE by removing Arbitration**

# Section IV – Academic Freedom

**Updated language to:**

- **Reflect and emphasise Board Policy and law related to academic freedom.**
- **Update grade management to emphasize district processes and Board Policy.**

# Section V – ~~Pupil~~ Student Discipline

**Updated language to:**

- **Reflect current practice and accountability for student behavior management**
- **Provide clarity where the NST felt it lacked**
- **Emphasized timeline and availability of site based behavioral guidelines and changes**

# Section VI – Improvement of Instruction and ~~Teacher~~ Employee Evaluation

**Updated language to:**

- **Broaden for all Certified employees (Teachers and Other Professionals)**
- **Update verbage to mirror current state definitions**
- **Update verbage to reflect changes in practice to be in statutory alignment, should Reduction in Force ever be necessary.**
  - **Observation early in employment year, mid-year performance rating**

# Section X – Reduction in Force

**Updated language to:**

- **Provide clarity in language**
- **Draw attention to the appendix: RIF rubric**

# Section XVII - Substitutes

**Updated language to:**

- **Cover any certified need**
- **Update verbage for clarity**
- **Reflect new class coverage rate**
- **Change “sub ro plan” to coverage schedule, to be submitted by first student day of the academic year**

# Section XIX - Employee Fringe Benefits

**Updated language to:**

- **Reflect retiree insurance benefit more clearly**
- **Reflect 80% of salary language, to provide additional place of clarification**

# Section XX - Professional Compensation

**Updated language to:**

- **maintain “teaching” rate of pay for off contract or summer work, where all duties related to the job apply**
- **add new rate for class coverage “sub ro” at $35.00 per hour**

# Classified Negotiated Agreement Changes

# Standard Edits:

- Table of Contents
- Definitions
- Introduction
- General Language Cleanup
  - Section 4-8: Update language to match current processes. EX: change “pupil” to “student”, add MTSS B Processes, new electronic eval processes, etc.
  - Changed wording throughout to ensure that Supervisor/Administrator was reflected throughout

# Section 3 – Dispute Resolution Process

- Added Language to clarify to process for employees to bring concerns. This process is in alignment with Governing Board Policy KEB.
- Removed language for an "impartial advisory arbitration" to having the Governing Board decide course of action

# Section 9-10– Due Process/RIF

- Added section for Dismissal
- Language to clarify due process structures to align with current practices
- Definition for Recall was added

# Section 11-17 - Employment Status/Time Schedules/Facilities, Equipment, and Materials/Safety Provisions/ Absence Reporting

- Updated language to align with current practices
- changing non job related duties to allow for classified staff to be with students since all staff are required to have IVP fingerprint clearance card
- Updated language to reflect our electronic absence reporting system

# Section 19-20 - Employee Fringe Benefits/ Salary Compensation

- Updated language to align with current practices
- Cleaned up language that caused confusion
- Added Language to reflect our practice that has occured over the last 4 years to allow for current employees to sub for vacant positions

# Appendix- Classified Hiring Schedule

- Removed range 14
- added language “who have completed 1 year of employment in the district” to ensure fairness when placing employees who are transferring within the district onto the salary schedule

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# ANNUAL BUDGET: SCHEDULE, PREPARATION / PLANNING, FORMAT, AND POSTING / SUBMISSION

## Schedule

Each school year the Superintendent shall prepare and disseminate a budget preparation schedule to accomplish all required budgetary actions for the following school year. This schedule will, at a minimum, provide specific dates for the accomplishment of all state-mandated actions.

## Preparation and Planning

The Superintendent is directed to formulate the annual budget, considering at all times that resources must be utilized to produce the most positive effect on the student's opportunity to gain an education.

The Superintendent shall be responsible for reviewing budgetary requests, providing guidelines and limitations, and presenting the proposed budgets and documentation necessary for Board study, review, and action.

The Governing Board shall be informed if the proposed budget could require an increase in the primary property tax levy of the District over the preceding year's tax levy.

If the District receives desegregation funding, a desegregation budget shall be prepared and submitted using relevant forms from the Auditor General.

## Format

The District shall utilize the budget format prepared and prescribed by the Superintendent of Public Instruction in conjunction with the Auditor General. The budget format is designed to allow school districts to plan and provide in detail for the use of available funds.

The budget format as specified in A.R.S. 15-903 shall contain the following information. The School District shall prominently post on its website home page, separately from its budget, Items B through E below:

A. A statement identifying proposed pupil-teacher ratios and pupil-staff ratios relating to the provision of special education services for the budget year.

B. The prominent display of the average salary of all teachers employed by the School District for the current year.

C. The prominent display of the average salary of all teachers employed by the School District for the previous year.

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D. The prominent display of the dollar increase in the average salary of all teachers employed by the School District for the current year.

E. The prominent display of the percentage increase in the average salary of all teachers employed by the School District for the current year.

The District may want to include the additional categories of Instructional Support and Student Support alongside the dollars in the classroom number as the intention of the report is to provide a more comprehensive representation of the percentage of District dollars spent that directly impacted teaching and student learning.

## Posting and Submission

The District shall prominently post on its website home page a copy of its profile pages that displays the percentage of every dollar spent in the classroom by that school district from the most recent status report issued by the Auditor General.

The District shall submit this annual expenditure budget to the Arizona Department of Education (ADE) and shall utilize the relevant forms and instructions from the Auditor General.

Adopted: _____

LEGAL REF.:
A.R.S.
15-271
15-302
15-481
~~15-821~~
15-824
15-903
15-905
15-905.01
15-910
15-977
15-991
~~15-2201~~
41-1279.03

CROSS REF.:
CM - School District Annual Report
DB-R - Annual Budget: Schedule, Preparation/Planning, Format and Posting/Submission
DBF - Budget Process, Adoption and Implementation
DIC - Financial Reports and Statements
DIE - Audits/Financial Monitoring

# Governing Board Policy Revisions – First Reading

DEER VALLEY UNIFIED SCHOOL DISTRICT | POLICY REVISIONS

DB, DBF, DBI, DBJ, DD, DDA, DFA, DFB, DFD, DFF, DG, DGA, DICA

APRIL 28, 2026

# Board Policy Update for Preview

- The following policy advisories are derived from enactments of the 57th Legislature, First Regular Session, 2025. These are indicated by references to the bills and/or statutes that have either been newly created or altered by the Legislature. All applicable policies have been revised to align with these enactments.
- Additional policy advisories are recommended by Arizona School Board Association due to revisions during their recent review of section D policies.
- These policies being previewed will be brought back for Board approval at the next scheduled meeting on May 12, 2026.

# Policy DB: Annual Budget

- Administration is recommending a revision of Policy DB-Annual Budget; Schedule, Preparation, Planning, Format, and Posting and to accept ASBA's recommended language as per Policy Advisory No. 877.
- Language in Policies DBC-Budget Planning, Preparation Schedules and DICA-Budget Format were recommended for incorporation into Policy DB. DVUSD policy manual does not presently include policy DBC. Policy DICA is recommended for removal being incorporated into Policy DB.
- Other updates to submission information and format requirements required under A.R.S. 15-905 and A.R.S. 15-903 respectively.
- Headings were added for clarity, the title updated to **Annual Budget: Schedule, Preparation/Planning, Format, and Posting/Submission.**
- Language updated to include more guidance from the USFR.

# Policy DBF: Budget Hearings and Reviews/Adoption Process

- Administration is recommending a revision of Policy DBF-Budget Process, Adoption, and Implementation and to accept ASBA's recommended language as per Policy Advisory No. 879.
- The first paragraph in Policy DBI-Budget Implementation was incorporated into Policy DBF under the heading *Implementation*.
- The title was updated to **Budget Process, Adoption and Implementation.**
- Policy DBI was removed from the model manual.
- Headings were added for clarity and the title updated.

# Policy DBI: Budget Implementation

- Administration is recommending a revision of Policy DBI-Budget Implementation and to accept ASBA's recommended language as per Policy Advisory No. 880.

- Language in Policy DBI was incorporated into Policy DBF-Budget Process, Adoption and Implementation under the heading *Implementation*.

- Policy DBI recommended for removed from the manual.

# Policy DBJ: Budget Transfers

- Administration is recommending a revision of Policy DBJ-Budget Transfers and to accept ASBA's recommended language as per Policy Advisory No. 881.

- Headings added for clarity

- Title updated to **Budget Reconciliation and Transfers**.

# Policy DD: Funding Proposals, Grants, Sources and Special Projects

- Administration is recommending a revision of Policy DD-Funding Sources and to accept ASBA's recommended language as per Policy Advisory No. 882.
- Language in Policies DDA-Funding Sources Outside The School System and DEC-Funding From Federal Tax Sources were moved to Policy DD.
- Policy DDA recommended for removal manual.
- DVUSD Policy Manual does not currently contain policy DEC (Impact Aid Program) because we do not receive Impact Aid but will include the section in DD for this revision. A.R.S. 15-991 was added to the Legal References as it pertains to Impact Aid.
- Headings added for clarity
- Title updated to **Budget Funding Sources** to align with content.

# Policy DDA: Funding Sources Outside the School System

- Administration is recommending a revision of Policy DDA-Funding Sources Outside the School System and to accept ASBA's recommended language as per Policy Advisory No. 883.

- Language in Policy DDA was moved to PolicyDD-Budget Funding Sources under the heading *Funding Sources Outside the School System*

- Policy DDA recommended for removal from the manual.

# Policy DFA: Revenues From Investments

- Administration is recommending a revision of Policy DFA-Revenues and Investments and to accept ASBA's recommended language as per Policy Advisory No. 885.
- Language in Policies DFB-Revenues from School-Owned Real Estate, DFD-Gate Receipts and Admissions, and DFF-Income from School Sales and Services are recommended moved to Policy DFA.
- Recommend DFB, DFD, and DFF be removed from the manual.
- Headings were added for clarity.
- Title updated to **Revenues and Income** to align with policy content.
- Compliancy language was expanded (e.g., permitted and prohibited fundraisers) under the heading *Student Activity Income to assist Districts.*

# Policy DFB: Revenues from School-Owned Real Estate

- Administration is recommending a revision of Policy DFB-Revenues from School-Owned Real Estate and to accept ASBA's recommended language as per Policy Advisory No. 886.
- Language in Policy DFB was moved to Policy DFA-Revenues and Income under the heading *School-Owned Real Estate*. Policy DFB is recommended for removal from the manual.
- Information under Student Activities Income was updated and Career and Technical Education added to provide additional guidance.
- Legal References updated.

# Policy DFD: Gate Receipts and Admissions

- Administration is recommending a revision of Policy DFD-Gate Receipts and Admissions and to accept ASBA's recommended language as per Policy Advisory No. 887.

- Language in Policy DFD was moved to Policy DFA-Revenues and Income under the heading *Gate Receipts and Admissions.*

- Policy DFD recommended for removal from the manual.

# Policy DFF: Income from School Sales and Services

- Administration is recommending a revision of Policy DFF-Income from School Sales and Services and to accept ASBA's recommended language as per Policy Advisory No. 888.

- Language in Policy DFF was moved to Policy DFA-Revenues and Income under the heading *School Sales and Services*.

- Policy DFF recommended for removal from the manual.

# Policy DG: Banking Services

- Administration is recommending a revision of Policy DG-Banking Services and to accept ASBA's recommended language as per Policy Advisory No. 889.
- Language in Policy DGA-Authorized Signers was moved to Policy DG.
- Policy title was updated to **Banking Services and Authorized Signatures** to align with policy content.
- Headings added for clarity.

# Policy DGA: Authorized Signers

- Administration is recommending a revision of Policy DGA-Authorized Signer and to accept ASBA's recommended language as per Policy Advisory No. 890.

- Language in Policy DGA was moved to Policy DG-Banking Services and Authorized Signers under the heading *Authorized Signatures.*

- Policy DGA recommended for removal from the manual.

# Policy DICA: Budget Format

- Administration is recommending a revision of Policy DICA-Budget Format and to accept ASBA's recommended language as per Policy Advisory No. 896.

- Language in Policy DICA was moved to Policy DB-Annual Budget; Schedule, Preparation, Planning, Format, and Posting under the heading Format and the first paragraph under the heading *Posting and Submission*.

- Policy DICA recommended for removal from the manual.

# Governing Board Policy Revisions – First Reading

DEER VALLEY UNIFIED SCHOOL DISTRICT | POLICY REVISIONS

DB, DBF, DBI, DBJ, DD, DDA, DFA, DFB, DFD, DFF, DG, DGA, DICA

APRIL 28, 2026

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# BUDGET ~~HEARINGS AND REVIEWS /~~ ~~ADOPTION~~ PROCESS, ADOPTION AND IMPLEMENTATION

## Process

~~The Board shall prepare a notice fixing the time – not later than July 15 – – and place at which a public hearing ad~~ Within ten (10) days before and not later than July 5, the Governing Board shall publish notice of the public hearing and Board meeting ~~shall be held~~ to be held no later than July 15 to present the proposed budget for consideration of the residents or taxpayers of the District~~.~~ and shall submit the proposed budget to the Department of Education.

The Department shall prominently display the budget information on the website maintained by the Department. If the District maintains a website, the District shall post a link to the website of the Department of Education where this information about the District is posted.

If a truth-in-taxation notice and hearing is ~~necessary,~~ required under ~~the notice shall be in accordance with~~ A.R.S. 15-905.01, the Board may combine the budget notice and hearing with the truth-in-taxation notice and hearing.

The publishing of the proposed budget and notice of the hearing and meeting shall be in accordance with A.R.S. 15-905. If a truth-in-taxation notice and hearing is necessary, the notice shall be in accordance with A.R.S. 15-905.01. If the Board determines to combine the budget and truth-in-taxation hearings, publication of a combined notice must satisfy the requirements of both A.R.S. 15-905 and 15-905.01.

## Adoption

Immediately following the public hearing, the President shall call to order the Board meeting for the purpose of adopting the budget. A Board member may, without creating a conflict of interest, participate in adoption of a final budget even though the member may have substantial interest in specific items included in the budget.

The Board shall adopt the budget and enter the budget as adopted in its minutes.

Not later than July 18, the Governing Board shall submit the adopted budget to the Department of Education. The Department shall prominently display the District budget information on the website maintained by the Department. If the District maintains a website, the District shall post a link to the website of the Department of Education where this information about the District is posted.

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Filing of the budget shall be according to state law. [See Regulation DB~~C~~-R]

If the Governing Board receives notification that one (1) or more of the District's categorical budgets are in excess of its authorized limit, the Board shall revise the affected budget(s) in accordance with A.R.S. 15-905.

**Implementation**

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. Variances within budget categories shall be a part of this report.

Adopted: _____

LEGAL REF.:
A.R.S.
15-903
15-905
15-905.01
15-911
15-915

CROSS REF.:
DB~~C~~ - Annual Budget: ~~Planning,~~ Schedule, Preparation/Planning, Format and ~~Schedules~~ Posting/Submission

# ~~DBI ©~~
# ~~BUDGET IMPLEMENTATION~~

(Merge policy DBI – Budget Implementation with DBF Budget Hearings and Reviews/Adoption Processes)

~~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. Variances within budget categories shall be a part of this report.~~

~~An overexpenditure in a major subsection of the maintenance and operation budget shall require Board approval.~~

~~Adopted/ date of Manual adoption~~

~~LEGAL REF. /A.R.S. 15-905~~

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# DBJ ©
# BUDGET ~~TRANSFERS~~ RECONCILIATION AND TRANSFERS

## Reconciliation

Periodically throughout the year, the budget will be reconciled to the actual expenditures of the District.

## Transfers

The Governing Board may authorize the expenditure of monies budgeted within the maintenance and operation section of the budget for any subsection within the section in excess of amounts specified in the adopted budget only by action taken at a public meeting of the Governing Board and if the expenditures for all subsections of the section do not exceed the amount budgeted.

Adopted: _____

LEGAL REF.:
A.R.S.
15-905

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# DD ©
# BUDGET FUNDING ~~PROPOSALS, GRANTS,~~ SOURCES ~~AND SPECIAL PROJECTS~~

The Governing Board is to be kept informed of possible sources of state, federal, and other funds for the support of the schools and/or for the enhancement of educational opportunities. The Superintendent is to apprise the Board of its eligibility for general or program funds and to make recommendations for Board action.

## Funding Sources Outside the School System

The District may submit proposals to private foundations and other sources of financial aid for subsidizing such activities as innovative projects, feasibility studies, long-range planning, research and development, or other educational needs.

Timelines permitting, grant proposals are to be approved by the Board before being submitted to the funding agency. The Superintendent shall establish administrative guidelines for the processing of proposal ideas to the Board for its approval.

The Governing Board may receive, hold, and dispose of any gift, grant, or bequest of property or equipment in accordance with state law and the intent of the instrument conferring title.

The Governing Board may also accept gifts, grants, or devises of money. The disposition of unused funds from these sources shall be in accordance with law.

## Funding From Federal Tax Sources (Impact Aid Program)

Regardless of any other law, if the District receives assistance pursuant to Title VIII of the Elementary and Secondary Education of 1965, as amended (Impact Aid Program), the District shall establish a local level fund designated as the Impact Aid Fund and deposit the Impact Aid monies received in the Fund.

The District shall separately account for monies in the Fund and shall not combine monies in the Fund with any other source of local, state, and federal assistance. Monies in the Fund shall be expended pursuant to federal law only for the purposes allowed by Title VIII and A.R.S. 15-905. The District shall account for monies in the Fund according to the Uniform System of Financial Records (USFR) as prescribed by the Auditor General.

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If the District has established an Impact Aid Fund, the Superintendent of Public Instruction shall separately account for monies in the District's Impact Aid Fund in the annual report required by A.R.S. 15-255.

Monies in the Fund are considered federal monies and are not subject to legislative appropriation.

Adopted: _____

LEGAL REF.:
A.R.S.
15-206
15-207
15-208
15-209
15-210
15-341
15-905
15-991
20 U.S.C. 7701, Title VIII - Impact Aid Program

CROSS REF.:
KCD - Public Gifts/Donations to Schools
IHBJ - Indian Education
KJGA - Relations with Parents of Children Educated Pursuant to Federal Impact Aid Programs

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# DDA ©
# FUNDING SOURCES OUTSIDE THE SCHOOL SYSTEM

***Remove per PA 883 - May 2025*** (Merged with Policy DD.)

~~The District may submit proposals to private foundations and other sources of financial aid for subsidizing such activities as innovative projects, feasibility studies, long-range planning, research and development, or other educational needs.~~
~~The Superintendent shall establish administrative guidelines for the processing of proposal ideas to the Board for its approval.~~
~~The Governing Board may receive, hold, and dispose of any gift, grant, or bequest of property or equipment in accordance with state law and the intent of the instrument conferring title.~~
~~The Governing Board may also accept gifts, grants, or devises of money. The disposition of unused funds from these sources shall be in accordance with law.~~

~~Adopted: date of Manual adoption LEGAL~~

~~REF.:~~
~~A.R.S.~~
~~15-341~~
~~CROSS REF.:~~
~~KCD - Public Gifts/Donations to Schools~~

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# DFA ©
# REVENUES ~~FROM INVESTMENTS~~ AND INCOME

## Investments

The Board will annually consider and vote on a request to the County Treasurer to authorize investments for the following fiscal year. The Superintendent shall ensure that this question is placed on an agenda for a Board meeting in June of each year.

## School-Owned Real Estate

Revenues collected from rental or lease of school-owned real estate shall be deposited in the Civic Center fund. Excess rental/lease revenues may be used pursuant to A.R.S. 15-342(29). Monies from the sale of school-owned real estate shall be deposited as provided under state statutes.

## Gate Receipts and Admissions

Admission receipts from school events shall be adequately controlled. The Superintendent is responsible for the proper collection, supervision, disbursement, and/or remittance of these monies.

Admission to school events for which an admission is charged ordinarily will be by purchased ticket or special pass only. Adequate records will be maintained for accounting purposes.

## School Sales and Services

### *Student Activity Income*

Procedures shall be developed by the Superintendent to ensure compliance of all student activity funds pursuant to A.R.S. 15-1121-1124.

Student activity fund-raisers may not include: raffles; Bingo games; purchasing of classroom items.

Student activity fund-raisers may include: silent auctions; donations to other entities (i.e., Red Cross), with administrative approval.

The principal of each campus shall monitor the financial activities of the student body to ensure that fund-raising complies with District guidelines and is in accordance with the provisions of A.R.S. Title 15.

To comply with District fund-raising guidelines and A.R.S. Title 15, the principal shall monitor all student activity finances.

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***Advertising Income***

A District advertisement fund shall be established for the deposit of revenues if the District sells advertising.

All revenues collected will be deposited in the Advertisement Fund and accounted for in accordance with the Uniform System of Financial Records. Monies in the Advertising Fund are not subject to reversion.

***Career and Technical Education***
***(Vocational Education)***

The governing board of a school district may establish a permanent career and technical education projects fund in an amount of not more than one hundred thousand dollars ($100,000). The fund consists of proceeds from the sale of items produced or services provided by career and technical education programs. Monies in the fund may be used for any purposes noted in 15-1231.

Adopted: _____

LEGAL REF.:
A.R.S.
15-342
15-996
15-1024
15-1025
15-1102
15-1105
15-1121 through 1124
15-1231
A.G.O.
I80-099
I82-090
I84-018

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# REVENUES FROM SCHOOL - OWNED REAL ESTATE

***Remove per PA 886 - May 2025*** (Merged with Policy DFA.)

~~REVENUES FROM SCHOOL - OWNED REAL ESTATE~~
~~Revenues collected from rental or lease of school-owned real estate shall be deposited in the Civic Center fund. Monies from sale of school-owned real estate shall be deposited as allowable under state statutes.~~

~~Adopted: date of Manual adoption~~
~~LEGAL REF.:~~
~~A.R.S.~~
~~15-342~~
~~15-1102~~
~~15-1105~~
~~15-1106~~

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# DFD ©
# GATE RECEIPTS AND ADMISSIONS

***Remove per PA 887 - May 2025*** (Merged with Policy DFA.)

~~GATE RECEIPTS AND ADMISSIONS~~
~~Admission receipts from school events shall be adequately controlled. The Superintendent is responsible for the proper collection, supervision, disbursement, and/or remittance of these fees.~~

~~Admission to school events for which an admission is charged ordinarily will be by purchased ticket or special pass only. Adequate records will be maintained for accounting purposes.~~

~~Adopted: date of Manual adoption~~

~~LEGAL REF.:~~
~~A.R.S.~~
~~15-1121 to 15-1126~~

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# INCOME FROM SCHOOL SALES AND SERVICES

***Remove per PA 888 - May 2025*** (Merged with Policy DFA.)

~~INCOME FROM SCHOOL SALES AND SERVICES~~

~~Vocational Activity Income~~
~~Through certain vocational activities, students may provide goods and services at a charge to the public. These activities are designed for educational purposes, not to make a profit or to be competitive with business in the community.~~
~~The charges for work performed and goods sold through these activities will be kept current with costs for the particular service or item offered for sale.~~

~~Advertising Income~~
~~A District advertisement fund shall be established for the deposit of revenues if the District sells advertising.~~

~~All revenues collected will be deposited and accounted for in accordance with the Uniform System of Financial Records. Monies in the advertising funds are not subject to reversion.~~

~~Adopted: February 8, 2011~~

~~LEGAL REF.:~~
~~A.R.S.~~
~~15-342~~
~~15-1121~~
~~CROSS REF.:~~
~~KHB - Advertising in Schools~~

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# BANKING SERVICES AND AUTHORIZED SIGNATURES

## Banking Services

The Board, by majority vote, shall designate one (1) or more banks as depository for the safeguarding of school auxiliary and revolving funds.

Each designated depository shall furnish proper security for such deposits in the amount designated by the Board and in accordance with law.

Each designated depository shall be advised not to cash checks payable to the District but to deposit checks only to the District auxiliary accounts.

## Authorized Signatures

Authorized signatories for all checking accounts shall be approved by the Board.

On accounts required by statute to have two (2) signatures, the signatories shall be as specified by the statutes.

Adopted: _____

LEGAL REF.:
A.R.S.
15-321
15-341
15-1122
15-1126

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# AUTHORIZED SIGNATURES

***Remove per PA 890 - May 2025*** (Merged with Policy DG.)

~~Authorized signatures for all checking accounts shall be approved by the Board.~~

~~On accounts required by statute to have two (2) signatures, the signatories shall be as specified by the statutes.~~

~~Adopted: date of Manual adoption LEGAL~~

~~REF.:~~
~~A.R.S.~~
~~15-321~~
~~15-1122~~
~~15-1126~~

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# DICA ©
# BUDGET FORMAT

***Remove per PA 896 - May 2025*** (Merged with Policy DB.)

~~The District shall utilize the budget format prepared and prescribed by the Superintendent of Public Instruction in conjunction with the auditor general. The budget format is designed to allow school districts to plan and provide in detail for the use of available funds.~~

~~The District shall prominently post on its website home page a copy of its profile pages that displays the percentage of every dollar spent in the classroom by that school district from the most recent status report issued by the auditor general. The District may want to include the additional categories of Instructional Support and Student Support alongside the dollars in the classroom number as the intention of the report is to give a more accurate picture of the percentage of district dollars spent that directly impact teaching and student learning.~~

~~The budget format, in addition to other requirements specified in statute, shall also contain the following information. The School District shall prominently post on its website home page, separately from its budget, Items C through F below:~~

~~A. A statement identifying proposed pupil-teacher ratios and pupil-staff ratios relating to the provision of special education services for the budget year.~~

~~B. A statement identifying the number of full-time equivalent certificated employees.~~

~~C. The prominent display of the average salary of all teachers employed by the School District for the current year.~~

~~D. The prominent display of the average salary of all teachers employed by the School District for the previous year.~~

~~E. The prominent display of the dollar increase in the average salary of all teachers employed by the School District for the current year.~~

~~F. The prominent display of the percentage increase in the average salary of all teachers employed by the School District for the current year.~~

~~Adopted: Tuesday, September 25, 2018~~

~~LEGAL REF.:~~

~~A.R.S.~~

~~15-271~~

~~15-302~~

~~15-903~~

~~15-977~~

~~15-991~~

~~41-1279.03~~

~~CROSS REF.:~~

~~CM - School District Annual Report~~

~~DIC - Financial Reports and Statements~~

~~DIE - Audits/Financial Monitoring~~

# DATES FOR THE REGULARLY SCHEDULED BOARD MEETINGS
# 2025 - 2026 SCHOOL YEAR

**Awards & Presentations begin at 6:30 p.m.**
**Regular Board Meetings begin at 7:00 p.m.**

**Governing Board Room at the District Office**

| | |
|---|---|
| **JULY** | **15** |
| **AUGUST** | **12 & 26** |
| **SEPTEMBER** | **9 & 23** |
| **OCTOBER** | **14 & 28** |
| **NOVEMBER** | **18** |
| **DECEMBER** | **9** |
| **JANUARY** | **13 & 27** |
| **FEBRUARY** | **17** |
| **MARCH** | **10 & 24** |
| **APRIL** | **7* & 28** |
| **MAY** | **12 & 26** |
| **JUNE** | **9 & 23** |

*Adopted: 03.11.2025*
** Revised: 01.27.2026*