

**Flowing Wells Schools
Regular Agenda**

**6:00 PM
Doors Open at 5:30 PM**

February 25, 2025

**District Administration Center
1556 West Prince Road
Tucson, Arizona 85705**

- A. Opening of Meeting**
 - 1. Call to Order
 - 2. Pledge of Allegiance
- B. Student Report**
 - 1. Report from Flowing Wells Junior High School Student Representatives
 - a. Student representatives will provide a review of events and activities at Flowing Wells Junior High School in academics, sports, and other extracurricular programs. 4
 - 2. Report from Sentinel Peak High School and Flowing Wells Digital Campus Student Representatives
 - a. Student representatives will provide a review of events and activities at Sentinel Peak High School and Flowing Wells Digital Campus in academics, sports, and other extracurricular programs. 5
- C. Superintendent's Report**
 - 1. Recognition of FWHS Winter Sports State Qualifiers
 - a. Superintendent Dr. Kevin Stoltzfus will recognize Athletic Director Mark Brunenkant along with coaches and athletes from the wrestling, basketball, soccer, and cheer teams who qualified for state competitions. 6
 - 2. Update on District Events and Activities
 - a. Superintendent Dr. Kevin Stoltzfus will provide an update on Flowing Wells School District Events and Activities. 7

BREAK- The brief break provides an opportunity for families and friends to leave the meeting.
- D. Public Comments** 8

Flowing Wells School District welcomes public comment. As outlined in A.R.S. §38-431.02, no action will be taken on issues raised in Public Comments unless items are found on agenda below. Other than this, the response to public comments will be limited to directing staff to study the matter or scheduling the matter as a future agenda item.
- E. Consent Agenda** 9

These items of Board business that are addressed routinely at every meeting are presented as a Consent Agenda. The Board may elect to take action on all items collectively in one motion or may individually consider any item(s) as separate agenda subjects for action.

 - 1. Approval of Agenda for this Meeting
 - a. Request approval for the adoption of the agenda for this meeting, February 25, 2025. 10
 - 2. Approval of Minutes of Governing Board Meetings

a.	The following Governing Board meeting minutes are presented for Governing Board approval: February 11, 2025 (Open Session Minutes).	14
3.	Approval of District Expense and Payroll Vouchers	
a.	Sign vouchers 7051-25 - 7060-25 for upcoming check batches. Expense voucher 7044-25 presented for Board approval: Expense voucher 7044-25.	18
4.	Approval of Requests for Use of District Facilities	
a.	District facilities use requests are submitted for approval.	20
5.	Approval of Requests for Open Enrollment Students	
a.	No requests for this meeting.	
6.	Approval of Requests for Student Trips	
a.	Student trip requests are submitted for approval.	22
7.	Approval of Requests for Staff Travel	
a.	Staff travel requests are submitted for approval.	35
8.	Approval of Personnel Actions	
a.	Personnel Actions are submitted for approval.	37
9.	Approval of Asset Retirement and Disposals	
a.	No requests for this meeting.	
10.	Approval of School Year 2025-2026 Contract, Work Agreement, and Addendum Templates	
a.	District administration recommends approval of the attached contract, work agreement, and addendum templates for the 2025-2026 school year. There have been no substantial revisions.	47
F.	Business and Finance	
1.	Recommend Award of Electrical Services RFP# 25-04-29 to J.E.B. Electric	
a.	The District issued a Request for Proposal (RFP) # 25-04-29 for Electrical Services on January 17, 2025. Approximately 80 potential vendors were notified of the solicitation and a notice was published in a daily newspaper. Proposals were due February 6, 2025. The District received four (4) proposals. The evaluation committee members, Tony Young, Dax Valles and Paul Sanchez, reviewed, scored and ranked each proposal based on the criteria outlined in the RFP. Based on evaluation of the proposals, the committee recommends award of RFP# 25-04-29 for Electrical Services to J.E.B. Electric. The award is for the remainder of fiscal year 2025 with the option to renew annually for the next four years. Annual cost is estimated to be \$100,000. This will be funded with Maintenance & Operations.	92
2.	Discussion of Tax Credit Contributions for Calendar Year 2024	
a.	District administration presents for discussion information related to tax credit contributions for Calendar Year 2024. The Flowing Wells District received \$285,679 in tax credit contributions in 2024, compared to \$292,683 in 2023. A report summarizing, by school, donations received over the past five years is attached. The Arizona Department of Revenue allows a maximum tax credit of \$400 for married couples filing jointly and \$200 for individuals or couples filing separately. The District is also required to report actual expenditures from tax credit contributions by February 28th of each year per ARS 43-1089.01. These reports also are attached.	93
3.	Recommend Approval of Community Schools Fees for FY 2025-2026	

- a. District administration recommends approval of Community Schools’ fees effective July 1, 2025 for fiscal year 2025-2026. The attached schedule shows the current year’s rates and proposed new rates. As discussed at the January 28, 2025 board meeting, the Community Schools program is running a deficit in the current year. The proposed increases are to reduce the deficit and provide smaller increases over the next few years to ensure revenues cover expenditures. District administration also recommends approval of a new program for families whose students only attend during holiday breaks or on early-release days. This will reduce their cost and provide openings for other children in the regular program. The fees for this program are also listed on the attached fee schedule. 105

G. Executive Session

- 1. In accordance with A.R.S. §38-431.03.A.1, an Executive Session may be called for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining, termination or resignation of a public officer or district employees; regarding candidates for position of FWHS Assistant Principal. 107

H. Adjourn

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

B-1	February 25, 2025
Agenda Item Number	Board Meeting Date

Item: Report from Flowing Wells Junior High School Student Representatives

Submitted By: Dr. Kevin Stoltzfus Date: February 17, 2025

Will Be Presented By: Flowing Wells Junior High School Student Representatives

Student representatives will provide a review of events and activities at Flowing Wells Junior High School in academics, sports, and other extracurricular programs.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

B-2 Agenda Item Number	February 25, 2025 Board Meeting Date
Item: <u>Report from Sentinel Peak High School and Flowing Wells Digital Campus Student Representatives</u>	
Submitted By: <u>Dr. Kevin Stoltzfus</u>	Date: <u>February 17, 2025</u>
Will Be Presented By: <u>SPHS and FWDC Student Representatives</u>	

Student representatives will provide a review of events and activities at Sentinel Peak High School and Flowing Wells Digital Campus in academics, sports, and other extracurricular programs.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

C-1
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Recognition of FWHS Fall Sports State Qualifiers

Submitted By: Dr. Kevin Stoltzfus Date: February 19, 2025

Will Be Presented By: Dr. Kevin Stoltzfus

Superintendent Dr. Kevin Stoltzfus will recognize Athletic Director Mark Brunenkant along with coaches and athletes from the wrestling, basketball, soccer and cheer teams who qualified for state competitions.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

C-2	February 25, 2025
Agenda Item Number	Board Meeting Date
Item: <u>Update on District Events and Activities</u>	
Submitted By: <u>Dr. Kevin Stoltzfus</u>	Date: <u>February 17, 2025</u>
Will Be Presented By: <u>Dr. Kevin Stoltzfus</u>	

Superintendent Dr. Kevin Stoltzfus will provide an update on Flowing Wells School District events and activities.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

D	February 25, 2025
Agenda Item Number	Board Meeting Date
Item: <u>Public Comments</u>	
Submitted By: <u>Dr. Kevin Stoltzfus</u>	Date: <u>February 17, 2025</u>
Will Be Presented By: <u>Dr. Kevin Stoltzfus</u>	

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Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve

Disapprove

Table

No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E	February 25, 2025
Agenda Item Number	Board Meeting Date

Item: Consent Agenda for this Meeting

Submitted By: Dr. Kevin Stoltzfus Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus

Information for the Public:

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Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

D-1	February 25, 2025
Agenda Item Number	Board Meeting Date

Item: Approval of Agenda for this Meeting

Submitted By: Dr. Kevin Stoltzfus Date: February 17, 2025

Will Be Presented By: Dr. Kevin Stoltzfus

Request approval for adoption of the agenda for this meeting, February 17, 2025.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

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1. Call to Order
2. Pledge of Allegiance

B. Student Report

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 - a. District facilities use requests are submitted for approval.
5. Approval of Requests for Open Enrollment Students
 - a. No requests for this meeting.
6. Approval of Requests for Student Trips
 - a. Student trip requests are submitted for approval.
7. Approval of Requests for Staff Travel
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1. In accordance with A.R.S. §38-431.03.A.1, an Executive Session may be called for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining, termination or resignation of a public officer or district employees; regarding candidates for position of FWHS Assistant Principal.

H. Adjourn

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

D-2
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Approval of Minutes of Governing Board Meetings

Submitted By: Dr. Kevin Stoltzfus Date: February 17, 2025

Will Be Presented By: Dr. Kevin Stoltzfus

The following Governing Board meeting minutes are presented for Governing Board approval: February 11, 2025 (Open Session Minutes).

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

Flowing Wells Unified School District Governing Board Meeting Minutes

6:00 p.m.

February 11, 2025

**District Administration Center
1556 West Prince Road
Tucson, Arizona 85705**

Attendance

Governing Board Members:
Kevin Daily, President
Wendy Effing, Clerk
Brianna Hamilton - Absent
Kristine Hammar
Stephanie Miller

Administrative Personnel:
Dr. Kevin Stoltzfus, Superintendent
Dr. Audrey Reff, Associate Superintendent
Dr. Tabetha Finchum, Assistant Superintendent
Stacy Trueblood, Chief Financial Officer

97 additional staff members and guests were in attendance.

A. Opening of Meeting

- A-1. Governing Board Clerk Wendy Effing called the meeting to order at 6:00 PM.
- A-2. The Pledge of Allegiance was observed.

B. Superintendent's Report

- B-1. Report from Flowing Wells High School Student Representatives
Flowing Wells High School student representatives Jacob Bratka and Kayla Kirby, 12th grade, Charlie Vasquez and Hunter Spears, 10th grade, and Chloe Stoffle, 9th grade presented the 2025 We Are Flowing Wells video featuring students and staff talking about the many activities and supportive culture of Flowing Wells High School.

C. Superintendent's Report

- C-1. Recognition of February Building Blocks for Character Students
Superintendent Dr. Kevin Stoltzfus recognized the February Building Blocks for Character Students from each school: EMELC: Jana Villa, Centennial Elementary: Nicole Olivier Galindo, Homer Davis Elementary: Margarita Delgado, Douglas Elementary: Alejandro Castillo, Hendricks Elementary: Natalie Bartzen, Laguna Elementary: Bryanna Gamez, Richardson Elementary: Sophia Alhilfi, Flowing Wells Junior High: Bao Nguyen, Flowing Wells High School: Jeremy Morales, Sentinel Peak High School: Dominic Urquidez.
- C-2. Recognition of Support Staff Employee of the Year
Superintendent Dr. Kevin Stoltzfus recognized the Flowing Wells High School Support Staff Employee of the Year, Amber Maker.

- C-3. Recognition of Volunteer of the Year
Superintendent Dr. Kevin Stoltzfus recognized the Flowing Wells High School Volunteer of the Year, Lauren Araiza.
- C-4. Recognition of Teacher of the Year
Superintendent Dr. Kevin Stoltzfus recognized the Flowing Wells High School Teacher of the Year, Caitlyn Ferell.
- B-5. Update on District Events and Activities
Superintendent Dr. Kevin Stoltzfus provided an update on the following current district events and activities:
- This is Love of Reading Month;
 - Rodeo programs are happening at all elementary schools;
 - FWJH 8th Graders will visit FWHS;
 - FWHS Night at the Farm is February 13;
 - FWHS Band and Orchestra Concert is February 13;
 - Pima County Governing Board Superintendent Collaborative is February 17.

D. Public Comments

Cary Kelly, FWEA president and FWHS teacher, stated FWEA is receiving an abundance of calls and messages voicing concerns regarding the current immigration situation. He expressed gratitude to administration for the supportive message. He stated there were 25 staff members at a recent FWEA forum.

E. Consent Agenda

The following items were reviewed and approved as recommended with one motion.

Motion by Miller; second by Effing; 4 ayes; motion carried.

- E-1. Approval of Agenda for this Meeting
Approved February 11, 2025 meeting agenda.
- E-2. Approval of Minutes of Governing Board Meeting
Approved minutes of the Governing Board meeting: January 28, 2025 (Open Session Minutes, and Executive Session Minutes).
- E-3. Approval of District Expense and Payroll Vouchers
Approved expense vouchers #7042-25 and 7044-25 and Payroll vouchers #2616.
- E-4. Approval of Requests for Open Enrollment
Approved as recommended requests for student open enrollment.
- E-5. Approval of Requests for Use of District Facilities
Approved as recommended requests for district facilities use.
- E-6. Approval of Requests for Student Trips
No requests for this meeting.
- E-7. Approval of Requests for Staff Travel
Approved as recommended staff requests to travel.

- E-8. Approval of Personnel Actions
Approved as recommended personnel actions.
- E-9. Acceptance of Gifts and Donations
Accepted as recommended gifts and donations in the amount of \$47,667.95 for the period of January 1-31, 2025.
- E-10. Review of District Financial Statements
Reviewed Student Activity Balance Sheets and Auxiliary Operations Year-to-Date Budget as of January 31, 2025.
- E-11. Approval of Asset Retirement and Disposals
Approved as requested retirement and disposal of assets no longer used by the district as of February 11, 2025.

F. New Business

- F-1. Recommend Approval to Hire Douglas Principal to Become Effective July 1, 2025
Approved as recommended to name Theresa Gonsalves as the Principal at Douglas Elementary School to become effective July 1, 2025.
Motion by Hammar; second by Effing; 4 ayes; motion carried.
Superintendent Dr. Kevin Stoltzfus gave a brief introduction of Theresa Gonsalves to the Governing Board, stating she been a great addition to Flowing Wells. Theresa stated she is extremely grateful for this opportunity and that she has grown so much since working with the Flowing Wells administrative team. She thanked the Governing Board and the district administration for trusting in her.

G. Adjourn

Meeting was adjourned at 7:00 p.m.

Motion by Effing; second by Hammar; 4 ayes; motion carried.

Signatures:

Kevin Daily, President

Wendy Effing, Clerk

Brianna Hamilton

Kristine Hammar

Stephanie Miller

2/10/2025

7044-25

SEVENTY-SEVEN THOUSAND TWO HUNDRED EIGHTY-SEVEN DOLLARS & 67/100

\$77,287.67

0010

\$11,711.36

FEDERAL AND STATE PROJECTS

0506 UNITED WAY CRADLE TO CAREER

\$198.00

1125 TITLE I

\$613.78

1655 2025 21ST CENT LAGUNA YR 5

\$33.74

1665 2025 21ST CENT YR1 CENT/DAV

\$500.84

3842 PIMA EARLY EDUCATION PROGRAM

\$259.95

4025 CTE PRIORITY

\$60.00

OTHER

5100 FOOD SERVICE

\$47,287.57

5112 FS FRESH FRUITS/VEGETABLE P2

\$3,655.23

5150 CIVIC CENTER

\$236.00

5300 GIFTS AND DONATIONS

\$5,544.82

5310 FAMILY RESOURCE CENTER

\$2,838.83

5960 CTED

\$3,000.88

6100 UNRESTRICTED CAPITAL OUTLAY

\$1,346.67

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E-4
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Approval of Requests for Use of District Facilities

Submitted By: Teressa Austin/Stacy Trueblood Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

Requests for use of district facilities are submitted for approval.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E-6
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Approval of Request for Student Trips

Submitted By: Karen Gusk/Stacy Trueblood Date: February 17, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

Student trip requests are submitted for approval.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT

OVERNIGHT/OUT OF STATE
TRIP REQUEST FORM

This form is designed to provide the basis for Board consideration and should be submitted **AT LEAST 30 DAYS PRIOR TO THE PROPOSED DEPARTURE DATE or BEFORE ANY FUNDRAISING OR FEE COLLECTION IS DONE.** Additional information regarding this trip should be submitted to your building principal according to established procedures. A representative shall be present at the Board meeting where this matter is considered in order to answer questions and provide any subsequent information. Upon approval of the request, please submit a Pupil Transportation Request Form, if applicable.

SCHOOL: Homer Davis DATE OF REQUEST: 2/5/25

NAME OF GROUP: Dragons in the Canyon SPONSOR: April Spencer

PURPOSE OF TRIP: To take a great group of hardworking students to the Grand Canyon and Page, AZ

OF STUDENTS PARTICIPATING: 40 DESTINATION(S): Grand Canyon and Page, AZ

DEPARTURE DATE & TIME: Thursday, May 8, 2025 at 12AM ESTIMATED TIME OF ARRIVAL: 6:00am²³

RETURN DEPARTURE DATE & TIME: Friday, May 9, 2025 at 6:45PM ESTIMATED TIME OF RETURN: 12am

PRELIMINARY ROOM ASSIGNMENTS FOR STUDENTS, COACHES, AND CHAPERONES:
(Attach a list if necessary) **Please see addendum A**

Attach all trip protocols including dining & bed check, curfew times, and other pertinent supervisory procedures. Please see addendum B

TOTAL NUMBER OF SCHOOL EMPLOYEES SERVING AS CHAPERONE AND LIST THEIR NAMES:
(Attach a list if necessary)

(8)Anthony Lovio, Chris Nogami, Will Roberts, Keith Martin, Janelle Thomas, Laura Pina, Rachelle Logsdon, and April Spencer

NAMES OF NON-SCHOOL PEOPLE SERVING AS CHAPERONE:
(Attach a list if necessary) **N/A**

COST PAID BY EACH STUDENT: \$250.00 OTHER SOURCE: Tax Credit Monies

TRANSPORTATION: (please check)

District Bus Private Vehicle
 District Van Other (explain) Private Charter Bus Company
 District Car

PROCUREMENT COMPLIANCE: Prior approval by the Director of Business and Finance is required for procurement compliance. Please attach itemized expenditure list by type and/or vendor including total cost and quotations obtained. Please note that expenditures over \$100,000 per vendor require a formal bid/RFP, which could take up to 2 months. **Please see addendum C**



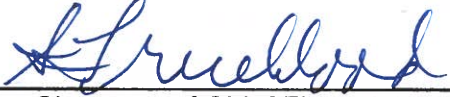
OVERNIGHT/OUT OF STATE TRIP REQUEST FORM – page 2

EMERGENCY CONTACTS:

(List telephone numbers & lodging locations, as well as cell phone numbers if available)

- 1. April Spencer Cell Phone 520-406-0439
- 2. Anthony Lovio Cell Phone 520-256-6109
- 3. Chris Nogami Cell Phone 520-256-4342

Attach trip itinerary to include departure times and schedule of events for each day of the activity. Be specific about lodging and the location of meals. It is recognized that some details of the itinerary may change and that those changes will be submitted in writing for approval prior to departure. **THE FINAL ITINERARY MUST BE STRICTLY ADHERED TO.**

 _____ Signature of Person Making Request	2/6/25 _____ Date	24
 _____ Signature of Principal (approval)	2/6/25 _____ Date	
 _____ Signature of Chief Financial Officer (approval)	2/7/2025 _____ Date	

BOARD ACTION:

APPROVED: _____ DISAPPROVED: _____ DATE: _____

 _____ Signature of Transportation Director	 _____ Date
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Overnight Field Trip Budget: Addendum C

To take hardworking, responsible, and deserving group of students to our annual Dragons in the Canyon Trip to the Grand Canyon National Park and Page, Arizona.

Purpose of Trip:

Dates:

Thursday, May 8, 2025-Friday, May 9, 2025

Number of Students

40

Number of Adults

8

Cost per Student

\$250.00

Total Cost of Trip

\$16,352.95

List Vendors and Totals by Vendor

#	Vendor	Total	Procurement Type: Verbal, Written, Bid or State/SAVE Contract	Copies Attached: Y or N
1	Best Western May 8, 2025	\$2209.77	Written	Y
2	Wilderness River Adventure May 9, 2025	\$5523.93	Written	Y
3	Breakfast at Denny's May 9, 2024	\$614.48	Written	Y
4	Dinner at Denny's May 10, 2024	\$494.56	Written	Y
5	Mountain View Bus May 8-9 2025	\$5123.00	Written	Y
6	Lunch from Safeway	\$560.11	Written	Y
7	Stromboli's Pizza, Dinner May 9, 2024	\$504.04	Written	Y
8	PO to Walmart for supplies prior to trip	\$300.00	N/A	N
9	DITC T-shirts	\$1023.06	Written	Y
	Total	\$16352.95		

25

Funding Source:

#	Fund	Amount
1	Tax-Credit Grand Canyon Trip	\$8176.47
2	Tax Credit Field Trip	\$8176.48
3	Gifts and Donations	
	Total	\$16,352.95

Procurement Requirements:

\$10,000 - \$50,000 cumulative total (all district expenditures) to a vendor requires three verbal quotes.

\$50,000 - \$100,000 cumulative total (all district expenditures) to a vendor requires three written quotes.

\$100,000 & above requires formal Bids/RFPs (Contact the Business Office).

Sole Source determinations must be approved by the Business Office.

State/SAVE Contracts requires due diligence - contact Business Office.

Business Office will assist with the budget and procurement. Please contact Stacy Trueblood.

Approval Process:

1 - School Administration Approval

2 - Business Office Procurement Approval

3 - Board Approval

4 - Complete required purchase orders prior to securing reservations

Best Western View of Lake Powell
716 Rim View Drive, Page AZ 86040
(928)645-8868 or (928)660-1802

Rooming List: Taid@wslm.biz or saleschampion03125@hotel.bestwestern.com

2025 CONTRACTS ARE NOT VALID UNLESS SIGNED BY BOTH PARTIES.

COMPANY: Homer Davis Elementary
CONTACT: April Spencer

DATE: 08.23.2024
E-MAIL: April.Spencer@fwusd.org

ARRIVAL DATE: May 8, 2025

#NIGHTS: 1

ROOMS: 15

Group Name: Homer Davis Elementary

Rate: Single:\$105 Double \$105 Triple: \$120 Quad: \$135
ALL ROOMS ARE DOUBLE QUEEN BEDS

ORIGINAL CONTRACT MUST BE SIGNED AND RETURNED 15 DAYS FROM CONTRACT DATE.
CONTRACT CONDITIONS

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Tax: 14.2% (subject to change without notice)
Advance Deposit: 100% of total room charges are due thirty days prior to arrival date.
If deposit is not received, rooms are subject to cancellation.
Earnest Deposit: 100% of total room charges are due thirty days prior to arrival date, refundable if group cancels 30 days prior to the arrival date.
Cancellations: Entire group cancellations must be made at least 30 days prior to arrival date, in writing. Groups can cancel up to 10% of total reserved rooms up to 48 hours prior to arrival.
Room List: Final rooming list is due thirty days prior to arrival. All remaining rooms will be released thirty days prior to arrival date. Any additional rooms will be on an availability basis. No changes can be made to the final rooming list after four p.m., 24 hours before arrival.
Child Policy: 12 and under when staying in same room as adults.
Meals: Full hot breakfast included in the room rate
Porterage: \$12 per person, per bag Yes No if nothing marked hotel will assume no bags needed.
Personal Guarantee: The undersigned personally guarantees any and all charges and/or money due, which amount includes any and all attorney's fees and collection costs. In the event payment is demanded by Best Western View of Lake Powell, the undersigned agrees to make payment within 30 days prior to arrival. I guarantee payment of all indebtedness of the corporate account and agree to be bound by the terms and conditions stated in this contract. I have read and agree to the terms conditions and personal guarantee.

All room reservations are guaranteed to the above company. The above-named company and no other will be held responsible for any unpaid or uncollected charges and/or changes to this contract. Upon signing and returning this contract it becomes binding. No changes can be made without a written request and approval. If it becomes necessary for us to take legal action to satisfy this contract, the above-named company agrees to pay all charges incurred.

April Spencer
Agent's Signature _____ Date _____
Print Name _____

Tai Denetsosie 08.23.2024
Tai Denetsosie Date



**WILDERNESS
RIVER ADVENTURES**

**2025 Contract
Horseshoe Bend Raft Trip**

Company:	Homer Davis Elementary School		
Contact Name:	April Spencer, 6 th grade, Room 17		
Address:			
Phone:	520-696-8262		
Email:	April.spencer@fwusd.org	Fax:	
Group Name:	Homer Davis Elementary 25 WRA		

C/L#	CONF#	Date(s)	Service & Departure Time (arrive 30 mins prior)	Total # People	Per Person Price	
15y45w	1129VM	05/09/25	Half Day Float Trip, round trip from Lee's Ferry - 3 hours on the water	40-45 students 8 adults	<i>Special Student Rate for AZ Schools</i> Faculty/Chaperones: \$113.42 incl Students: \$100.07 incl	28 1020.78 4503.15

Tour Description

Embark on an exhilarating 3-hour educational motor trip through the pristine waters of Glen Canyon – an unforgettable experience for our mutual guests! Marvel at the breathtaking 1400ft walls of sandstone that surround you as our expert guides weave captivating stories about the rich history of the indigenous peoples who once thrived in the remarkable area.

Picture this: a stop at a mesmerizing petroglyph panel, where our knowledgeable guides will immerse your group in the ancient mysteries of the region. Delight in the wide variety of wildlife that graces the landscape, making every moment a unique encounter with nature.

Our guides aren't just experts; they're passionate storytellers, eager to share the secrets and wonders of Glen Canyon with your group. This isn't just a trip – it's a journey of discovery, an opportunity for our guests to connect with the beauty and history that make Glen Canyon and the Colorado River an unparalleled destination.

The absolute best way to experience the peaceful grandeur of the Colorado River is aboard our half day Horseshoe Bend Raft Trip. This is a real treat for people of all ages and abilities. It's calm, beautiful, and inspiring, as you gently float 15 miles down the river, with stops at some of its most awe-inspiring sights.

Tour Highlights

- Petroglyph Beach
- Horseshoe Bend
- Lee's Ferry
- Geology
- Wildlife
- Riparian Area
- Story Telling
- Water rights
- Power Supply



Re: Denny's

From Spencer, April <April.Spencer@fwusd.org>
Date Wed 1/29/2025 12:02 PM
To DEN-7973 Flagstaff - Lucky <dennys7973@wksusa.com>

Awesome, Thank you!

I will check in again before May 8th and May 9th. But we will be there.

April Spencer
Homer Davis Elementary
6th grade, room 17
(520)696-8262

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From: DEN-7973 Flagstaff - Lucky <dennys7973@wksusa.com>
Sent: Wednesday, January 29, 2025 10:41 AM
To: Spencer, April <April.Spencer@fwusd.org>
Subject: Re: Denny's

Caution! This message was sent from outside your organization. [Report](#)

Ok April I have the tickets ready for the adults in the morning it is 125.57 tax 14.15 total 140.72 plus tip 14.00 154.72 for dinner subtotal 134.16 Tax15.00 Total 149.16 plus 14.00 =163.16

On Wed, Jan 29, 2025 at 9:20 AM DEN-7973 Flagstaff - Lucky <dennys7973@wksusa.com> wrote:
ok I will get this done this am for you
vicki

On Tue, Jan 28, 2025 at 1:04 PM Spencer, April <April.Spencer@fwusd.org> wrote:
Vicki,

Thank you for this.

I have what each adult wants for breakfast on the 8th and dinner on the 9th. I have included it below. Is it possible to get a new quote now that you have the adult meals.

Anthony	Lumberjack Slam	Coffee	N/A
Laura	3 eggs over-easy, sausage and hashbrowns	Water	Gluten Free/Dairy Free
Chris	All American slam with sour dough toast	Diet Coke	none
Keith	american slam, rye toast	coffee	none

Janelle	2 eggs over medium, bacon extra crups, hashbrowns extrs crisp	coffee	none
Rachel	Mile high denver omelette with sour dough	coffee	none
April	American slam, sour dough toast	coffee	none

Anthony	Slamburger	Diet Coke	N/A
Laura	Egg-cellent Grilled Chicken Cobb Salad/Wavy cut french fries	Water	*No cheese or dressing
Chris	Slamburger	Diet Coke	none
Keith	crispy bacon ranch sandwich/fries	Coke	none
Janelle	Chicken tenders and fries	Iced Tea	none
Rachel	bacon avocado burger with fries	Iced tea	none
April	bacon avocado burger with fries	diet coke	none

I appreciate your help.

30

Thank you,

April Spencer
Homer Davis Elementary
6th grade, room 17
(520)696-8262

From: DEN-7973 Flagstaff - Lucky <dennys7973@wksusa.com>

Sent: Friday, January 10, 2025 11:35 AM

To: Spencer, April <April.Spencer@fwusd.org>

Subject: Denny's

Good Morning April,

We spoke over the phone yesterday about the menu so i have 40 kids for the am jr build your own slam \$5.79 each

1 jr orange juice \$1.69 ea

\$1.00 tip each

comes to 372.80 that includes tip tax and 40 kids fed

Breakfast for 8 adults because i will take care of 1 driver and 1 leader

is \$17.99 for a lumberjack slam coffee \$3.99 and oj \$4.29

subtotal \$26.27 plus tip and tax \$ 241.68

40 jr dinners \$7.10 for jr tenders and french fries and water \$324.00 includes tip and tax

8 adult lunches \$20.32 for a cobb salad and a soda for 8 tip and tax \$170.56 .

Here is my phone number 928-310-5454 please feel free to reach out to me if you have any questions.

Thank you

Vicki B

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MOUNTAIN VIEW TOURS

PO Box 91890
 Tucson, AZ 85752-1890
 Phone: 520-292-1183
 Fax: 520-292-1228
 Toll Free 800-341-7406
 Website: www.mountainviewtours.com
 Email: amy.combs@mountainviewtours.com

Charter Confirmation

April Spencer
Flowing Wells Schools
1556 West Prince Road
Tucson, AZ 85705-3087

Confirmed: **08/26/24**
 Charter No. : **54613**
 Phone: **(520) 696-8262**
 Fax: **690-2390**
 Order Date **08/12/24**
 SalesRep: **Amy Combs**

Thank you for selecting **Mountain View Tours** for your upcoming trip. We are committed to providing you with the very best service possible. This Confirmation serves as your contract for your transportation needs shown below. We must receive your signed and dated copy of this confirmation by the due dates shown below. Please review the following information to confirm our understanding of the services we will provide.

Group Name: **Homer Davis ES: DITC 2025 Trip**
 Group Leader: **April Spencer**
 Destination: **N. Arizona**

Coaches: **1**
 Equipment: **56 pax**

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Leave Date: **Thursday, May 8, 2025**
 Spot Time: **12:15 am**
 Leave Time: **1:00 am**

Return Date: **Saturday, May 10, 2025**

Retn\Drop Time: **12:30 am**

Pickup Location: **Homer Davis ES**
4250 N Romero Rd.
Tucson

Destination Details: **Grand Canyon S Rim, Page,**
Flagstaff per Itin.

Description	# Coaches	Qty	Rate	Charge
Mileage Rate, 52-56 pax	1	940.00	\$4.55	\$4,277.00
Surcharge based on miles	1	940.00	\$0.90	\$846.00

Transport Charge: **\$5,123.00**

Amount Paid **\$0.00**

Balance Due **\$5,123.00**

Driver's Lodging & any parking fees to be provided by the customer. Driver lodging location must accommodate driver w/45 ft. motorcoach (with or w/out group). Luggage handling/driver gratuity is not included in pricing, but it may be added upon your request.

If you have not already done so, please remember to send us a complete itinerary to insure the success of your trip. Please call if you have any questions.

Sincerely,

April Spencer 9/9/24
 Charter Party Authorized Signature Date

Amy Combs



Re: sack lunches

From Store 0249 c90 - Store Manager <S0249C90@safeway.com>

Date Wed 1/15/2025 10:59 AM

To Spencer, April <April.Spencer@fwusd.org>

Caution! This message was sent from outside your organization.

[Report](#)

oh duh.

Sorry about that.

Ok. 50 sack lunches with 1 salad total with tax is \$560.11

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Tina Maule - Store Director

Nicole Wickard - Grocery Manager

Cody Wiggins - Grocery 3rd Manager

Nate Bilagody - Grocery 4th Manager

0249 Safeway Page AZ

P.O. Box 1346

650 Elm St, Page AZ 86040

(928)645-8155 direct ~ (928)645-3194 fax

s0249c90@safeway.com

SAFeway 
Ingredients for life...

From: Spencer, April <April.Spencer@fwusd.org>

Sent: Wednesday, January 15, 2025 10:51 AM

To: Store 0249 c90 - Store Manager <S0249C90@safeway.com>

Subject: EXTERNAL Email: Re: sack lunches

Tina,

STROMBOLLI'S RESTAURANT

P.O. Box 3166
Page, AZ 86040
928-645-2605

Invoice

02/04/2025

Invoice for

Laura Pina

Homer Davis Elementary
520-696-8268

Payable to

Strombolli's Restaurant

Invoice

52025

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Description	Qty	Unit price	Total price
16" Cheese Pizza	5	\$19.00	\$95.00
16" Pepperoni Pizza	7	\$22.29	\$156.03
16" Guido Special Pizza	2	\$28.00	\$56.00
Garden Salad	3	\$14.00	\$42.00
Antipasto Salad	2	\$15.00	\$30.00
D. Salad w/ Chicken	1	\$12.00	\$12.00

Notes:

Dinner - Best Western View of LP

May 2025

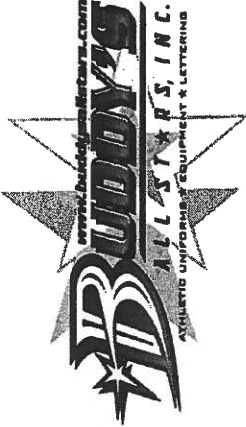
Subtotal \$391.03

Tax \$42.62

Gratuity \$70.39

\$504.04

Thank you for your business!



CORPORATE OFFICE
 3216 W. Valhalla Dr.
 Burbank, CA 91505
 P: (818)846-8805
 (800)326-2209
 F: (818)846-5632

PHOENIX OFFICE
 4865 S. 36th St.
 Phoenix, AZ 85040
 P: (480)921-0850
 (800)266-0850
 F: (480)921-0810

QUOTE
SALES ORDER #

ACCOUNT # 9 FLO 01

BUS CELL HOME
 FAX CELL HOME

SOLD TO: FLOWING WELLS UNIFIED SCHOOLS

SHIP TO: HOMER DAVIS ELEMENTARY

 RACHEL LOGSDON

SHIP DATE:

VIA: _____
BOXES: _____
S&H: _____

ORDER DATE	DUE DATE	TERMS	SPECIAL TERMS	SALES REP. - PHONE/EMAIL	ORDERED BY	P.O. TO FOLLOW	PURCHASE ORDER
2/5/2025		NET 30		JEFF@BUDDYSALLSTARS.COM			

6 5 4 3 2 1

QTY SHIPPED	QTY	UNIT	STOCK #	DESCRIPTION	PRICE	AMOUNT
	52	EA	NS-PC54	PORT & CO CORE COTTON TEE - COLOR	\$5.45	\$283.40
				S/26, M/10, L/10, XL/5, XXL/1		\$0.00
	52	EA	NS-PC54	PORT & CO CORE COTTON TEE - COLOR	\$5.45	\$283.40
				S/26, M/10, L/10, XL/5, XXL/1		\$0.00
	104	EA	NS-050	ONE COLOR FRONT PRINT - INCLUDED	\$0.00	\$0.00
						\$0.00
	10	EA	NS-1454	BADGER PERFORMANCE HOODIE - BLACK	\$32.20	\$322.00
				S/1, L/3, XL/5, XXL/1		\$0.00
						\$0.00
	10	EA	NS-050	EMBROIDERED LEFT CHEST LOGO - INCLUDED	\$0.00	\$0.00
						\$0.00
				PRICING PER TUHSD SAVE BID #22-02-26		\$0.00
				SUBTOTAL		\$888.80
				TAX		\$75.77
				FREIGHT		\$58.49
				TOTAL		\$1,023.06

CUSTOM ORDERS CANNOT BE CANCELLED OR CHANGED AFTER THREE DAYS

If customer fails to pay company any amount when due, then customer agrees to pay, in addition to all amounts then due company, any and all actual costs, attorney and management fees or charges, and other expenses incurred by company to collect such unpaid amounts from customer. A service charge of 1 1/2% per month will be charged on past due accounts.

PURCHASER'S SIGNATURE:

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E-7 February 25, 2025
Agenda Item Number Board Meeting Date

Item: Approval of Requests for Staff Travel

Submitted By: Teresa Austin/Stacy Trueblood Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

Staff travel requests are submitted for approval.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E-8
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Approval of District Personnel Actions

Submitted By: Stacie Stuart/KaraLynn Miller Date: February 19, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Dr. Tabettha Finchum

District Personnel Actions may include new hires, resignations, terminations, leaves of absence, substitutes, retirements, rehire of designated staff, contract extensions/adjustments, contract language for employment, additional duties, special activities compensation, addendums, performance/merit pay, stipends, termination pay, professional development workshops, athletic compensation, career and technical compensation are submitted for your approval.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head:  Superintendent: 

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

Flowing Wells School District
 Personnel Action Summary
Certified Staff
 February 25, 2025

Name	Location	Action to Approve	Pay	FTE/ hrs	Contract Days	Effective Date	Additional Comments
Abeytia, Jule	Davis	Class Coverage	\$25.00/hr	2.0 hrs	N/A	2/12/2025	
Acker, Elizabeth	Laguna	Transfer from 3rd Grade Teacher to 2nd Grade Teacher	Contract Rate	1.0 FTE	209	2025-2026	
Amezquita, Dania	Laguna	Translate for IEP Meeting	\$20.00/hr	NTE 2.0 hrs	N/A	2/19/2025	
Anderson, Paige	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Brindley, Brian	HS	Basketball Announcer	\$30.00/game	NTE 3 games/night	N/A	1/29/2025	
Caramella, Jessica	EMELC	Class Coverage	\$150.00/day	1 day	N/A	1/27/2025	Whole class to one teacher
Cass, Ashley	Richardson	Professional Development New 1 Day Workshop	\$500.00	N/A	N/A	2/1/2025	Verbal De-Escalation and Physical Intervention Training
Cass, Ashley	Richardson	Professional Development Existing 1 Day Workshop	\$250.00	N/A	N/A	3/1/2025	Verbal De-Escalation and Physical Intervention Training
Chavez, Astin	Laguna	Grant Funded Program Site Supervision	\$27.50/hr	NTE 8.0 hrs	N/A	02/13/2025 - 5/01/2025	Prepare for Summer SKILLS Coordinator
Datton, Emily	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Davey, Demetria	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
DeVries, Brandi	Laguna	Grant Funded Program Site Supervision	\$27.50/hr	NTE 8.0 hrs	N/A	02/13/2025 - 5/01/2025	Prepare for Summer SKILLS Coordinator
Frey, Amber	Centennial	Transfer from 3rd Grade Teacher to 4th Grade Teacher	Contract Rate	1.0 FTE	209	2025-2026	
Graf, Marcy	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Grijalva, Abelardo	HS	Softball Head JV	\$3,634.00	N/A	N/A	2024-2025	
Grogan, Colin	Laguna	Transfer from 1st Grade Teacher to 2nd Grade Teacher	Contract Rate	1.0 FTE	209	2025-2026	
Higgs, Trinity	JH	Resign - Science Teacher	N/A	N/A	N/A	5/23/2025	
Howell, Jessica	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	38
Johnson, Leonard	Centennial	Transfer from 1st Grade Teacher at Hendricks to 5th Grade Teacher at Centennial	Contract Rate	1.0 FTE	209	2025-2026	
Lodge, Rachel	HS	Curriculum Work - Professional Development	\$20.00/hr	NTE 9.0 hrs	N/A	2/13/2025 - 6/30/2025	Psychology Curriculum Review
Lopez, Stephanie	Douglas	Transfer from SPED Resource Teacher at Centennial to SPED Resource Teacher at Douglas	Contract Rate	1.0 FTE	209	2025-2026	
Lozano, Samantha	Davis	Class Coverage	\$25.00/hr	2.0 hrs	N/A	2/4/2025	
Maag, Kylie	Centennial	Resign - 6th Grade Teacher	N/A	N/A	N/A	5/23/2025	
McAloney, Emma	Laguna	Resign - 2nd Grade Teacher	N/A	N/A	N/A	5/23/2025	
McInlay, Callahan	ESS	Resign - School Psychologist	N/A	N/A	N/A	5/28/2025	
McWilliam, Victoria	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Monarrez, Federica	HS	Track Head Varsity Boys & Girls	\$7,185.00	N/A	N/A	2024-2025	
Murphy, Lisa	ESS	Resign - Certified Occupational Therapist Assistant	N/A	N/A	N/A	5/31/2025	
Nguyen, David	HS	Resign - English Teacher	N/A	N/A	N/A	5/23/2025	
Oquendo, Kaitlyn	Laguna	U of A Fellows Stipend	\$400.00	N/A	N/A	2/10/2025	
Pina, Laura	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Pina, Mario	HS	Tennis Head Varsity Girls	\$4,633.00	N/A	N/A	2024-2025	11% Longevity
Powers, Jillian	Douglas	Professional Development Existing 1 Day Workshop	\$250.00/day	2 days	N/A	8/20/2024 & 1/21/2025	Math Workshops
Ramakesavan, Ursula	Centennial	Resign - 5th Grade Teacher	N/A	N/A	N/A	5/23/2025	
Ramos, Kristine	Centennial	Resign - 4th Grade Teacher	N/A	N/A	N/A	5/23/2025	
Rehbein, Amanda	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Rodriguez, Ginger	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Rodriguez, Isabella	JH	U of A Fellows Stipend	\$400.00	N/A	N/A	2/13/2025	
Salazar, Isabela	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Sanchez, Ana	Laguna	Professional Development New 1 Day Workshop	\$500.00	N/A	N/A	2/1/2025	Verbal De-Escalation and Physical Intervention Training
Sanchez, Ana	Laguna	Professional Development Existing 1 Day Workshop	\$250.00	N/A	N/A	3/1/2025	Verbal De-Escalation and Physical Intervention Training
Schiess, Vanessa	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	

Flowing Wells School District

Personnel Action Summary

Certified Staff

February 25, 2025

Smith, Marian	HS	Curriculum Work - Professional Development	\$20.00/hr	NTE 9.0 hrs	N/A	2/13/2025 - 6/30/2025	Psychology Curriculum Review
Steward, Michael	Centennial	Resign - 6th Grade Teacher	N/A	N/A	N/A	5/23/2025	
Stoltzfus, Tawnya	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Surratt, Sarah	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Thomson, Arianna	Douglas	Transfer from 1st Grade Teacher to 4th Grade Teacher	Contract Rate	1.0 FTE	209	2025-2026	
Toney, Emily	Davis	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/24/2025	
Turner, Lucy	Douglas	Resign - 1st Grade Teacher	N/A	N/A	N/A	5/23/2025	
Urquidez, Alberto	HS	Baseball Head Freshmen	\$3,634.00	N/A	N/A	2024-2025	
Valencia, Alycia	Douglas	U of A Fellows Stipend	\$400.00	N/A	N/A	2/10/2025	
Whelan, Tara	Hendricks	Facilitate Kinder Round-Up	\$25.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Willer, Mark	JH	Resign - Math Teacher	N/A	N/A	N/A	5/23/2025	
Yubeta, June	Centennial	Grant Funded Program Site Supervision	\$27.50/hr	NTE 8.0 hrs	N/A	2/7/2025 - 6/2/2025	Prepare for Summer SKILLS Coordinator
Yubeta, June	Centennial	Grant Funded Program Site Supervision	\$27.50/hr	NTE 75 hrs	N/A	6/2/2025 - 6/26/2025	Summer SKILLS Coordinator

LEGEND:

Pay: Total compensation minus Performance Pay

The Additional Comments section detail additional compensation.

NTE: Not To Exceed

BOY: Balance of Year

FTE: Full Time Equivalent

YOE: Years of Experience (\$350.00 per year for certified/professional; \$0.20 per hour for classified)

(P): Prorated due to date of hire and/or less than 1.0 FTE

CEIP: College Credit by Exam Incentive Program

Flowing Wells School District
Personnel Action Summary
Support Staff
February 25, 2025

Name	Location	Action to Approve	Pay	FTE/ hrs	Contract Days	Effective Date	Additional Comments
Agraan, Phyllis	Hendricks	Additional Hours - Kinder Round-Up	\$17.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Allison, Madelyn	Centennial	Class Coverage	\$12.50/hr added to hourly rate	4.0 hrs	N/A	2/4/2025	
Allison, Madelyn	Centennial	Class Coverage	\$12.50/hr added to hourly rate	6.5 hrs	N/A	2/7/2025	
Alvarado, Manuel	HS	Volleyball Varsity Assistant Boys	\$3,700.00	N/A	N/A	2024-2025	
Bratka, Twila	Hendricks	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/5/2025	
Bratka, Twila	Hendricks	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/6/2025	
Bratka, Twila	Hendricks	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/7/2025	
Bratka, Twila	HS	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/10/2025	
Bush, Kimberly	JH	Class Coverage	\$12.50/hr added to hourly rate	1.17 hrs	N/A	2/13/2025	
Caniglia, Reyna	Laguna	Resign - Special Education Teaching Assistant I	N/A	N/A	N/A	5/22/2025	
Castillo, Stephanie	HS	Class Coverage	\$12.50/hr added to hourly rate	1.0 hrs	N/A	2/6/2025	
Crest, Nikki	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Desgagne, Martina	Hendricks	Additional Hours - Kinder Round-Up	\$17.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Downing, Kasey	HS	Volleyball Head Freshmen Boys	\$3,634.00	N/A	N/A	2024-2025	
Dunn, Amy	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Dunn, Amy	Community Schools	Additional Hours - Spring Break	Hrly Rate	NTE 1.0 hrs/day	N/A	3/17/2025 - 3/20/2025	40
Emery, Alyssa	Hendricks	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/7/2025	
Escalante, Javier	HS	Baseball Assistant Varsity	\$3,700.00	N/A	N/A	2024-2025	
Estrella, Erick	HS	Baseball Head Varsity	\$4,900.00	N/A	N/A	2024-2025	
Farrand, Catherine	EMELC	Additional Hours - Quality First Assessment Training	Hrly Rate	NTE 2.0 hrs	N/A	2/14/2025	
Fitzgerald, Amy	Community Schools	Additional Hours - Spring Break	Hrly Rate	NTE 2.0 hrs/day	N/A	3/17/2025 - 3/20/2025	
Fowler, Parker	HS	Tennis Head Varsity Boys	\$4,173.00	N/A	N/A	2024-2025	
Garcia, Karina	Laguna	Resign - Special Education Teaching Assistant II	N/A	N/A	N/A	5/22/2025	
Gilmore, April	JH	Class Coverage	\$12.50/hr added to hourly rate	1.0 hrs	N/A	2/6/2025	
Godwin, Tiffany	Hendricks	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/11/2025	
Godwin, Tiffany	Hendricks	Additional Hours - Kinder Round-Up	\$17.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Gonzalez Acosta, Maria	Maintenance	New Hire - Substitute Night Custodian	\$15.00/hr	As Needed	N/A	2/13/2025	
Hales, David	HS	Volleyball Head Varsity Boys	\$4,790.00	N/A	N/A	2024-2025	
Hernandez Ramos, Lluvia	Transportation	Transfer from Substitute School Bus Monitor to School Bus Monitor	\$17.06/hr	6.0 hrs/day	193 (P)	2/24/2025	
Hernandez Ramos, Lluvia	Transportation	Additional Compensation	\$90.00 (P)	N/A	N/A	2024-2025	SA-1: Shoe Allowance
Hupp, Abigail	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Hupp, Abigail	Community Schools	Additional Hours - Spring Break	Hrly Rate	NTE 1.5 hrs/day	N/A	3/17/2025 - 3/20/2025	
Kilmer, Bianca	Centennial	Class Coverage	\$12.50/hr added to hourly rate	6.5 hrs	N/A	2/5/2025	
Logsdon, Johanna	Hendricks	Additional Hours - Kinder Round-Up	\$17.00/hr	NTE 3.0 hrs	N/A	2/27/2025	
Marcott, Holly	HS	Class Coverage	\$12.50/hr added to hourly rate	5.0 hrs	N/A	2/4/2025	
Martinez, Carissa	HS	Track Assistant Girls	\$3,579.00	N/A	N/A	2024-2025	
Martinez, Tiffany	Laguna	Class Coverage	\$1250/hr	3.50 hrs	N/A	2/12/2025	

Flowing Wells School District
 Personnel Action Summary
Support Staff
 February 25, 2025

Molina, Lillianne	HS	Volleyball Head JV Boys	\$3,634.00	N/A	N/A	2024-2025	
Morales, Maritza	HS	Class Coverage	\$12.50/hr added to hourly rate	7.0 hrs	N/A	2/6/2025	
Mostella, Destiny	EMELC	Additional Hours - Quality First Assessment Training	Hrly Rate	NTE 2.0 hrs	N/A	2/14/2025	
Oswald, Jennifer	Davis	Class Coverage	\$12.50/hr added to hourly rate	6.0 hrs	N/A	2/3/2025	
Oswald, Jennifer	Davis	Class Coverage	\$12.50/hr added to hourly rate	6.0 hrs	N/A	2/4/2025	
Parra, Christina	EMELC	Additional Hours - Quality First Assessment Training	Hrly Rate	NTE 2.0 hrs	N/A	2/14/2025	
Parsons, Charles	HS	Softball Assistant Varsity	\$3,700.00	N/A	N/A	2024-2025	
Pelayo Bazan, Zoila	HS	Class Coverage	\$12.50/hr added to hourly rate	1.0 hrs	N/A	2/6/2025	
Pettijohn, Kayla	EMELC	Additional Hours - Quality First Assessment Training	Hrly Rate	NTE 2.0 hrs	N/A	2/14/2025	
Reynoso, Enciso, Brenda	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Salazar, Jenessa	HS	Softball Head Freshmen	\$3,634.00	N/A	N/A	2024-2025	
Schnelle, Linda	Centennial	Class Coverage	\$12.50/hr added to hourly rate	6.0 hrs	N/A	2/5/2025	
Scott, Joshua	HS	Softball Head Varsity	\$4,900.00	N/A	N/A	2024-2025	
Stanley, Jeffrey	HS	Baseball Head JV	\$3,634.00	N/A	N/A	2024-2025	
Sulger, Cheyanna	Community Schools	Resign - Community Schools Instructional Assistant	N/A	N/A	N/A	2/19/2025	
Torres Estrada, Scarlett	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Valenzuela, Ana	HS	Additional Hours - Civic Event	Hrly Rate	NTE 10 hrs	N/A	2/15/2025	
Villandry, Debbie	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	41
Warner, Amelia	JH	Class Coverage	\$12.50/hr added to hourly rate	1.17 hrs	N/A	2/5/2025	
Washington, Suriah	HS	Track Assistant Girls	\$3,579.00	N/A	N/A	2024-2025	
West, Jennifer	Laguna	Adjust Hourly Rate to Blended Rate of Instructional Assistant and Reading Instructional Assistant	\$16.92/hr	6.0 hrs	196 (P)	2/3/2025	
Wilkinson, Theodore	HS	Class Coverage	\$12.50/hr added to hourly rate	2.0 hrs	N/A	1/28/2025	
Wilkinson, Theodore	HS	Class Coverage	\$12.50/hr added to hourly rate	1.0 hrs	N/A	2/4/2025	
Wilkinson, Theodore	HS	Class Coverage	\$12.50/hr added to hourly rate	1.0 hrs	N/A	2/7/2025	
Worcester, Twyla	EMELC	Additional Hours - Quality First Assessment Training	Hrly Rate	NTE 2.0 hrs	N/A	2/14/2025	
Worcester, Twyla	Community Schools	Additional Hours - Early Release Day	Hrly Rate	NTE 2.0 hrs	N/A	3/13/2025	
Worcester, Twyla	Community Schools	Additional Hours - Spring Break	Hrly Rate	NTE 2.0 hrs/day	N/A	3/17/2025 - 3/20/2025	

LEGEND:

Pay: Total compensation minus Performance Pay

The Additional Comments section detail additional compensation.

NTE: Not To Exceed

BOY: Balance of Year

FTE: Full Time Equivalent

YOE: Years of Experience (\$350.00 per year for certified/professional; \$0.20 per hour for classified)

(P): Prorated due to date of hire and/or less than 1.0 FTE

CEIP: College Credit by Exam Incentive Program

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

E-10
Agenda Item Number

February 25, 2025
Board Meeting Date

Item: Approval of School Year 2025-2026 Contract, Work Agreement, and Addendum Templates

Submitted By: Dr. Kevin Stoltzfus/Dr. Tabettha Finchum Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Dr. Tabettha Finchum

District administration recommends approval of the attached contract, work agreement, and addendum templates for the 2025-2026 school year. There have been no substantial revisions.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head:  Superintendent: 

Board Action: M: _____ S: _____ 47 A: _____ N: _____ C: _____

**FLOWING WELLS SCHOOL DISTRICT
TEACHER EMPLOYMENT CONTRACT 12 MONTH**

This Teacher Employment Contract (“Contract”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board (the “Board”), and **First Name Last Name** (the “Teacher”).

The District and the Teacher agree as follows:

1. Commencing on the 1st day of July, 2025, and thereafter for a period of Two Hundred Sixty One (261) paid days as designated by the Board, the Teacher agrees to teach such grade, grades or subjects, and/or perform such administrative functions and other duties, as may be assigned by the Board or its administrative representatives in the locations designated by the Governing Board or its administrative representatives. In this Contract, the term “paid days” means teaching days, non-teaching days during which the Teacher is required to perform duties on behalf of the District, and paid holidays. The Teacher shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

In consideration of the Teacher’s performance of the duties described above, the District shall pay the Teacher a base salary (“Base Salary”) of **Salary (\$00,000.00)**

The Teacher’s Base Salary set out above is intended to reflect the Base Salary the Teacher is entitled to receive based on formulas used by the District to calculate teacher base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a teacher’s base salary using that teacher’s (a) initial base salary, (b) years of experience as a teacher in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to teachers generally. The Teacher shall notify the District within thirty (30) days if the Teacher knows or suspects that the Teacher’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Teacher’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Teacher’s signature on this Contract constitutes the Teacher’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Teacher’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Teacher the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Teacher’s Base Salary.

3. If the Teacher’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

4. The Teacher will be paid in installments on an annual basis (deferred wages) based on approximately 24 pay periods.

5. The District’s Performance Pay Policy distributes, among District teachers who qualify for such payments, monies received by the District pursuant to, and as a result of, Proposition 301 that are allocated for teacher compensation based on performance (“Performance Pay”). If the Teacher qualifies to be paid Performance Pay pursuant to the District’s Performance Pay Policy, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Teacher shall be in addition to, and shall not be deemed a part of, the Teacher’s Base Salary.

6. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the District will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is approved and issued. The Board reserves the right to increase the Teacher's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected on a Coversheet that will be attached to and considered part of this Contract.

7. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate appropriate for the Teacher's position, or proof of compliance with A.R.S. §15-502(B), (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position (including, but not necessarily limited to, a permanent or provisional Structured English Immersion (SEI) endorsement), and (3) a valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Teacher expressly warrants and represents to the Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Teacher is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Teacher fails to remain in compliance with all of the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

If (1) the Teacher's Teaching Certificate, (2) any endorsement appropriate for the Teacher's position, or (3) the Teacher's fingerprint clearance card, is scheduled to expire during the term of this Contract, not less than thirty (30) calendar days prior to the scheduled expiration, the Teacher shall renew such certificate, endorsement or fingerprint clearance card and provide evidence of such renewal to the District's human resources office. Failure of the Teacher to do so shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

Pursuant to A.R.S. § 15-538.02, if the Teacher holds a Teaching Intern Certificate, an Emergency Teaching Certificate, or any other type of nonstandard certificate that is valid for two years or less, the Board may, upon giving the Teacher ten (10) days' prior written notice, cancel this Contract and dismiss the Teacher without complying with the requirements of A.R.S. §§ 15-537, 538 and 541. Further, if Teacher holds any type of nonstandard certificate, this Contract shall not be renewed and this provision shall serve as notice to the teacher of the Governing Board's intention to non-renew this Contract. The reason for the non-renewal is that Teacher holds only a teaching intern certificate, emergency certificate or other type of nonstandard certification.

6. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

7. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Teacher's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

10. Teacher's acceptance of this Contract shall be by signing it and returning it to the School Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

The Teacher shall be paid **\$000.00** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

1. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 301 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 301 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. The Teacher shall be paid the following in supplemental compensation as a “Proposition 301 Amount.”

Proposition 301 Base **\$0,000.00**

Any Proposition 301 Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

2. Because the Arizona Legislature has not yet determined the District’s level of funding for the 2025-2026 fiscal year, the Board reserves the right to increase the Teacher’s Proposition 301 compensation following such legislative determination. Any increase shall be formally approved by the Board at a Board meeting that occurs on or before August 26, 2025.

3. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 202 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 202 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. If and to the extent that, during the 2025-2026 fiscal year but prior to May 1, 2026, the District receives Indian Gaming Revenue monies to be applied to the District’s Instruction Improvement Fund (“Prop 202 funds” or “funds”), the District shall distribute such funds as supplemental compensation to the District’s eligible certificated teachers in December 2025 and May 2026. The December 2025 distribution will include any and all Prop 202 funds received by the District prior to December 1, 2025, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated payment based on that teacher’s FTE. The May 2026 distribution will include any and all Prop 202 funds received by the District prior to May 1, 2026, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated portion based on that teacher’s FTE. Any payment or payments made pursuant to this paragraph shall not be considered part of the Teacher’s Base Salary, may vary from year to year, and may be discontinued in future fiscal years.

2. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
VACATION BENEFIT ADDENDUM
TO EMPLOYMENT CONTRACT**

This Vacation Benefit Addendum to Certified Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s employment contract that covers and/or includes the 2025-2026 fiscal year (the “Contract”) shall be modified as follows:

1. The employee is provided **00** vacation days per fiscal year.
2. All other terms and conditions of the Employee’s Contract shall remain unchanged and in full force and effect.

This Addendum was approved by vote of the Governing Board at a Governing Board meeting held on February 25, 2025, as documented in the minutes of that meeting.

Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
TEACHER EMPLOYMENT CONTRACT**

This Teacher Employment Contract (“Contract”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board (the “Board”), and **First Name Last Name** (the “Teacher”).

The District and the Teacher agree as follows:

1. Commencing on the 28th day of July, 2025, and thereafter for a period of Two Hundred Nine (209) paid days as designated by the Board, the Teacher agrees to teach such grade, grades or subjects, and/or perform such administrative functions and other duties, as may be assigned by the Board or its administrative representatives in the locations designated by the Governing Board or its administrative representatives. In this Contract, the term “paid days” means teaching days, non-teaching days during which the Teacher is required to perform duties on behalf of the District, and paid holidays. The Teacher shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

In consideration of the Teacher’s performance of the duties described above, the District shall pay the Teacher a base salary (“Base Salary”) of **Spelled Out Salary (\$00,000)**

The Teacher’s Base Salary set out above is intended to reflect the Base Salary the Teacher is entitled to receive based on formulas used by the District to calculate teacher base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a teacher’s base salary using that teacher’s (a) initial base salary, (b) years of experience as a teacher in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to teachers generally. The Teacher shall notify the District within thirty (30) days if the Teacher knows or suspects that the Teacher’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Teacher’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Teacher’s signature on this Contract constitutes the Teacher’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Teacher’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Teacher the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Teacher’s Base Salary.

3. If the Teacher’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

4. The Teacher requests that his or her wages be paid:

During the school year only (approximately 22 installments).

As if the Teacher were being paid over a twelve-month period except that all payments still due at the close of the school year shall be paid to the Teacher in one lump sum (approximately 21 installments plus a lump sum payment).

Installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Teacher acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract. If the Teacher does not make a selection, the Teacher shall be paid during the school year only.

5. The District's Performance Pay Policy distributes, among District teachers who qualify for such payments, monies received by the District pursuant to, and as a result of, Proposition 301 that are allocated for teacher compensation based on performance ("Performance Pay"). If the Teacher qualifies to be paid Performance Pay pursuant to the District's Performance Pay Policy, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy. Any Performance Pay earned by the Teacher shall be in addition to, and shall not be deemed a part of, the Teacher's Base Salary.

6. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the District will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is approved and issued. The Board reserves the right to increase the Teacher's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected on a Coversheet that will be attached to and considered part of this Contract.

7. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate appropriate for the Teacher's position, or proof of compliance with A.R.S. §15-502(B), (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position (including, but not necessarily limited to, a permanent or provisional Structured English Immersion (SEI) endorsement), and (3) a valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Teacher expressly warrants and represents to the Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Teacher is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Teacher fails to remain in compliance with all of the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

If (1) the Teacher's Teaching Certificate, (2) any endorsement appropriate for the Teacher's position, or (3) the Teacher's fingerprint clearance card, is scheduled to expire during the term of this Contract, not less than thirty (30) calendar days prior to the scheduled expiration, the Teacher shall renew such certificate, endorsement or fingerprint clearance card and provide evidence of such renewal to the District's human resources office. Failure of the Teacher to do so shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

Pursuant to A.R.S. § 15-538.02, if the Teacher holds a Teaching Intern Certificate, an Emergency Teaching Certificate, or any other type of nonstandard certificate that is valid for two years or less, the Board may, upon giving the Teacher ten (10) days' prior written notice, cancel this Contract and dismiss the Teacher without complying with the requirements of A.R.S. §§ 15-537, 538 and 541. Further, if Teacher holds any type of nonstandard certificate, this Contract shall not be renewed and this provision shall serve as notice to the

teacher of the Governing Board’s intention to non-renew this Contract. The reason for the non-renewal is that Teacher holds only a teaching intern certificate, emergency certificate or other type of nonstandard certificate.

8. If this Contract is issued and/or accepted after the first day that teachers are generally required to report to work for the current contract year as set forth in the Governing Board adopted District calendar, then this Contract shall not be renewed and this provision shall serve as the notice to Teacher of the Governing Board’s intention to non-renew this Contract. The reason for the non-renewal is that Teacher’s contract was offered and/or accepted after the first day that teachers are generally required to report to work for the current contract year and therefore this Contract is a contract for less than a full school year.

9. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

10. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Teacher’s compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

11. Teacher’s acceptance of this Contract shall be by signing it and returning it to the School Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board’s offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

The Teacher shall be paid **\$000** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

1. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 301 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 301 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and «First_Name» «Last_Name» (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. The Teacher shall be paid the following in supplemental compensation as a “Proposition 301 Amount.”

Proposition 301 Base **\$0000**

Any Proposition 301 Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

2. Because the Arizona Legislature has not yet determined the District’s level of funding for the 2025-2026 fiscal year, the Board reserves the right to increase the Teacher’s Proposition 301 compensation following such legislative determination. Any increase shall be formally approved by the Board at a Board meeting that occurs on or before August 26, 2025

3. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 202 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 202 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. If and to the extent that, during the 2025-2026 fiscal year but prior to May 1, 2026, the District receives Indian Gaming Revenue monies to be applied to the District’s Instruction Improvement Fund (“Prop 202 funds” or “funds”), the District shall distribute such funds as supplemental compensation to the District’s eligible certificated teachers in December 2025 and May 2026. The December 2025 distribution will include any and all Prop 202 funds received by the District prior to December 1, 2025, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated payment based on that teacher’s FTE. The May 2026 distribution will include any and all Prop 202 funds received by the District prior to May 1, 2026, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated portion based on that teacher’s FTE. Any payment or payments made pursuant to this paragraph shall not be considered part of the Teacher’s Base Salary, may vary from year to year, and may be discontinued in future fiscal years.

2. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOLS
PROFESSIONAL CONTRACT (CERTIFICATE OR LICENSE)**

The Contract of employment (“Contract”) is entered into between **First Name Last Name** (“Employee”) and the Governing Board of Flowing Wells Unified School District No. 8 of Pima County (“the Board” or “School District”). The parties agree as follows:

1. Employee agrees to perform such duties as the Governing Board or its Superintendent may assign. Employee is hereby assigned to the position of **Title**. Employee shall faithfully perform the assigned duties of this position according to Arizona law. Employee shall also maintain his or her legal certificate or license in the State of Arizona during the period of this Contract. The Employee shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

Commencing on the **Start Day of Start Month, 2025**, Employee agrees to perform the duties described above for the period of **Total Paid Days** “Paid Days” for the “Base Salary” of **Base Salary (\$00,000)** in the locations designated by the Governing Board or its administrative representatives. As used in this Contract, “Paid Days” include days in which the Employee is required to perform duties on behalf of the District and paid holidays.

The Employee’s Base Salary set out above is intended to reflect the Base Salary the Employee is entitled to to receive based on formulas used by the District to calculate certified/licensed Title base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a certified/licensed Title’s base salary using that Title’s (a) initial base salary, (b) years of experience as a Title in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to certified/licensed Title’s generally. The Employee shall notify the District within thirty (30) days if the Employee knows or suspects that the Employee’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Employee’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Employee’s signature on this Contract constitutes the Employee’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Employee’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Title the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Employee’s Base Salary.

3. If the Employee’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

Additional specific provisions shall include: \$25,000.00 term life insurance, District provided Disability insurance, and Medical and Dental insurance as provided per District Agreement; \$250 Professional Dues; \$1,000 Professional Training; approved Certified Holidays; and other benefits as established by Board Policy.

4. The Employee requests that his or her wages be paid:

During the school year only (approximately 24 installments).

As if the Employee was being paid over a twelve-month period except that all payments still due at the close of the school year shall be paid to the Employee in one lump sum (approximately 23 installments plus a lump sum payment).

Installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Employee acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

5. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the District will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is approved and issued. The Board reserves the right to increase the Employee's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona Legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025 or after receiving confirmation of receipt of additional funds if subsequent to August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected in a Coversheet that will be attached to and considered part of this contract.

6. This Contract is expressly conditioned on the Employee s holding and maintaining during the entire term of this Contract (1) a valid **Professional** Certificate or License, and (2) valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Employee expressly warrants and represents to the Board that the Employee has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Employee is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Employee fails to remain in compliance with the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Employee on an unpaid leave of absence, whether or not the Board is also pursuing the Employee's dismissal or nonrenewal.

7. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

8. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Employee's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

9. Employee's acceptance of this Contract shall be by signing it and returning it to the Department Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s 2025-2026 Employment Contract (“Contract”) shall be modified as follows:

The Employee shall be paid **\$000.00** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Employee’s Contract. Any payment made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

1. All other terms and conditions of the Employee’s Contract shall remain unchanged and in full force and effect.

Approved at a Governing Board meeting held on February 25, 2025

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
Board President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOLS
CERTIFIED PROFESSIONAL CONTRACT SPECIAL 301**

The Contract of employment (“Contract”) is entered into between **First Name Last Name**, the “Employee” and the Governing Board of Flowing Wells Unified School District No. 8 of Pima County (“the Board” or “School District”). The parties agree as follows:

1. The Employee agrees to perform such duties as the Governing Board or its Superintendent may assign. The Employee is hereby assigned to the position of **Title**. The Employee shall faithfully perform the assigned duties of this position according to Arizona law. The employee shall also maintain his or her legal certificate in the State of Arizona during the period of this Contract. The Employee shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

2. Commencing on the 28th day of July, 2025 the Employee agrees to perform the duties described above for the period of 209 “Paid Days” for the “Base Salary” of **Salary Written Out (\$00,000.00)** in the locations designated by the Governing Board or its administrative representatives. As used in this Contract, “Paid Days” include days in which the Employee is required to perform duties on behalf of the District and paid holidays.

The Employee’s Base Salary set out above is intended to reflect the Base Salary the Employee is entitled to receive based on formulas used by the District to calculate certified base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a certified s base salary using that Employee’s (a) initial base salary, (b) years of experience as a in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to certified s generally. The Employee shall notify the District within thirty (30) days if the Employee knows or suspects that the Employee’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Employee’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Employee’s signature on this Contract constitutes the Employee’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Employee’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

3. In addition to Base Salary, the District shall pay the Employee the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Employee’s Base Salary.

4. If the Employee’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

Additional specific provisions shall include: \$25,000.00 Term Life Insurance, District Provided Disability Insurance, and Medical and Dental Insurance as Provided Per District Agreement; Approved Certified Employee Holidays; And Other Benefits as Established by Board Policy.

5. The Employee requests that his or her wages be paid:

During the school year only (approximately 22 installments).

As if the Employee were being paid over a twelve-month period except that all payments still due at the close of the school year shall be paid to the Employee in one lump sum (approximately 21 installments).

Installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Employee acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

6. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the District will receive additional revenues that can be used for maintenance and operation funds. The Board reserves the right to increase the Employee's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona Legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025 or after receiving confirmation of receipt of additional funds if subsequent to August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected in a Coversheet that will be attached to and considered part of this Contract.

7. This Contract is expressly conditioned on the Employee holding and maintaining during the entire term of this Contract (1) a valid District Math Specialist Certificate, and (2) valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Employee expressly warrants and represents to the Board that the Employee has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Employee is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Employee fails to remain in compliance with the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Employee on an unpaid leave of absence, whether or not the Board is also pursuing the Employee's dismissal or nonrenewal.

8. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

9. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Employee's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

10. Employee's acceptance of this Contract shall be by signing it and returning it to the District Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Boards's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s 2025-2026 Employment Contract (“Contract”) shall be modified as follows:

1. The Employee shall be paid **\$000.00** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Employee’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

2. All other terms and conditions of the Employee’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
SPECIAL PROPOSITION 301 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Special Proposition 301 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s 2025-2026 Employment Contract (“Contract”) shall be modified as follows:

1. The Employee shall be paid the following in supplemental compensation as a “Special Proposition 301 Amount.”

Special Proposition 301 Base **\$0,000.00**

Any Special Proposition 301 Amount shall be payable commencing in July of 2025, in installments as designated in the Employee’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

2. Because the Arizona Legislature has not yet determined the District’s level of funding for the 2025-2026 fiscal year, the Board reserves the right to increase the Employee’s Special Proposition 301 compensation following such legislative determination. Any increase shall be formally approved by the Board at a Board meeting that occurs on or before August 26, 2025.

3. All other terms and conditions of the Employee’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
 President/Clerk of the Governing Board

Date: _____

Employee: _____
 First Name Last Name

Date: _____

**FLOWING WELLS SCHOOLS
PROFESSIONAL CONTRACT (CERTIFICATE OR LICENSE)**

The Contract of employment (“Contract”) is entered into between **First Name Last Name** (“Employee”) and the Governing Board of Flowing Wells Unified School District No. 8 of Pima County (“the Board” or “School District”). The parties agree as follows:

1. Employee agrees to perform such duties as the Governing Board or its Superintendent may assign. Employee is hereby assigned to the position of **Title**. Employee shall faithfully perform the assigned duties of this position according to Arizona law. Employee shall also maintain his or her legal certificate or license in the State of Arizona during the period of this Contract. The Employee shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

Commencing on the **Start Day of Start Month**, 2025, Employee agrees to perform the duties described above for the period of **Total Paid Days** “Paid Days” for the “Base Salary” of **Base Salary (\$00,000)** in the locations designated by the Governing Board or its administrative representatives. As used in this Contract, “Paid Days” include days in which the Employee is required to perform duties on behalf of the District and paid holidays.

The Employee’s Base Salary set out above is intended to reflect the Base Salary the Employee is entitled to receive based on formulas used by the District to calculate certified/licensed Title base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a certified/licensed Title’s base salary using that Title’s (a) initial base salary, (b) years of experience as a Title in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to certified/licensed Title’s generally. The Employee shall notify the District within thirty (30) days if the Employee knows or suspects that the Employee’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Employee’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Employee’s signature on this Contract constitutes the Employee’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Employee’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Title the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Employee’s Base Salary.

3. If the Employee’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

Additional specific provisions shall include: \$25,000.00 term life insurance, District provided Disability insurance, and Medical and Dental insurance as provided per District Agreement; \$250 Professional Dues; \$1,000 Professional Training; approved Certified Holidays; and other benefits as established by Board Policy.

4. The Employee requests that his or her wages be paid:

During the school year only (approximately 24 installments).

As if the Employee was being paid over a twelve-month period except that all payments still due at the close of the school year shall be paid to the Employee in one lump sum (approximately 23 installments plus a lump sum payment).

Installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Employee acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

5. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the District will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is approved and issued. The Board reserves the right to increase the Employee's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona Legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025 or after receiving confirmation of receipt of additional funds if subsequent to August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected in a Coversheet that will be attached to and considered part of this contract.

6. This Contract is expressly conditioned on the Employee s holding and maintaining during the entire term of this Contract (1) a valid **Professional** Certificate or License, and (2) valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Employee expressly warrants and represents to the Board that the Employee has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Employee is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Employee fails to remain in compliance with the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Employee on an unpaid leave of absence, whether or not the Board is also pursuing the Employee's dismissal or nonrenewal.

7. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

8. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Employee's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

9. Employee's acceptance of this Contract shall be by signing it and returning it to the Department Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s 2025-2026 Employment Contract (“Contract”) shall be modified as follows:

The Employee shall be paid **\$000.00** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Employee’s Contract. Any payment made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

1. All other terms and conditions of the Employee’s Contract shall remain unchanged and in full force and effect.

Approved at a Governing Board meeting held on February 25, 2025

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
Board President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

FLOWING WELLS SCHOOLS
STUDENT SUPPORT SPECIALIST PROFESSIONAL CONTRACT

The Contract of employment (“Contract”) is entered into between **First Name Last Name** “Employee” and the Governing Board of Flowing Wells Unified School District No. 8 of Pima County (“the Board” or “School District”). The parties agree as follows:

1. The Employee agrees to perform such duties as the Governing Board or its Superintendent may assign. The Employee is hereby assigned to the position of **Student Support Specialist**. The Employee shall faithfully perform the assigned duties of this position according to Arizona law. The Employee shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

2. Commencing on the 28th of July, 2025, the Employee agrees to perform the duties described above for the period of 209 “Paid Days” for the “Base Salary” of **Spelled Out Salary (\$00,000)** in the locations designated by the Governing Board or its administrative representatives. As used in this Contract, “Paid Days” include days in which the Employee is required to perform duties on behalf of the District and paid holidays.

The Employee’s Base Salary set out above is intended to reflect the Base Salary the Employee is entitled to receive based on formulas used by the District to calculate professional Student Support Specialist base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a professional Student Support Specialist’s base salary using that Employee’s (a) initial base salary, (b) years of experience as a Student Support Specialist in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to professional Student Support Specialists generally. The Employee shall notify the District within thirty (30) days if the Employee knows or suspects that the Employee’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Employee’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Employee’s signature on this Contract constitutes the Employee’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Employee’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

3. In addition to Base Salary, the District shall pay the Employee the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Employee’s Base Salary.

4. If the Employee’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

Additional specific provisions shall include: \$25,000.00 Term Life Insurance, District Provided Disability Insurance, and Medical and Dental Insurance as Provided Per District Agreement; Approved Employee Holidays; And Other Benefits as Established by Board Policy.

5. The Employee requests that his or her wages be paid:

During the school year only (approximately 22 installments).

As if the Employee were being paid over a twelve-month period except that all payments still due at the close of the school year shall be paid to the Employee in one lump sum (approximately 21 installments).

Installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Employee acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

6. At the present time, it is uncertain whether the Arizona Legislature has made a final determination concerning the District's level of funding for the 2025-2026 fiscal year or if the district will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is approved and issued. The Board reserves the right to increase the Employee's compensation if, subsequent to the date the Board approves this Contract form and authorizes the issuance of contract offers, the Arizona Legislature takes action to increase the amount of funds available for salary purposes for the 2025-2026 fiscal year and/or the District receives confirmation that it will receive additional revenue that can be used for maintenance and operation funds. Any compensation increase shall be formally approved by the Board at a meeting that occurs on or before August 26, 2025 or after receiving confirmation of receipt of additional funds if subsequent to August 26, 2025. Any compensation increase may be in the form of an increase to base salary or one or more lump sum payments and shall be reflected in a Coversheet that will be attached to and considered part of this contract.

7. This Contract is expressly conditioned on the Employee holding and maintaining during the entire term of this Contract a valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Employee expressly warrants and represents to the Board that the Employee has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed condition. If the Employee is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Employee fails to remain in compliance with the above-listed condition, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Employee on an unpaid leave of absence, whether or not the Board is also pursuing the Employee's dismissal or nonrenewal.

8. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

9. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Employee's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

10. Employee's acceptance of this Contract shall be by signing it and returning it to the School Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employee is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO EMPLOYMENT CONTRACT**

This Budget Override Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the agree that the Employee’s 2025-2026 Employment Contract (“Contract”) shall be modified as follows:

1. The Employee shall be paid **\$000.00** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July of 2025, in installments as designated in the Employee’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

2. All other terms and conditions of the Employee’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

FLOWING WELLS SCHOOL DISTRICT JROTC TEACHER EMPLOYMENT CONTRACT

This Teacher Employment Contract (“Contract”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board (the “Board”), and **First Name Last Name** (the “Teacher”).

The District and the Teacher agree as follows:

1. Commencing on the 1st day of July, 2025, and thereafter for a period of **261** paid days as designated by the Board, the Teacher agrees to teach such grade, grades or subjects, and/or perform such administrative functions and other duties, as may be assigned by the Board or its administrative representatives in the locations designated by the Governing Board or its administrative representatives. In this Contract, the term “paid days” means teaching days, non-teaching days during which the Teacher is required to perform duties on behalf of the District, and paid holidays. The Teacher shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

In consideration of the Teacher’s performance of the duties described above, the District shall pay the Teacher a base salary (“Base Salary”) of **Salary \$00,000.00**

The Teacher’s Base Salary set out above is intended to reflect the Base Salary the Teacher is entitled to receive based on formulas used by the District to calculate teacher base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a teacher’s base salary using that teacher’s (a) initial base salary, (b) years of experience as a teacher in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to teachers generally. The Teacher shall notify the District within thirty (30) days if the Teacher knows or suspects that the Teacher’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Teacher’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Teacher’s signature on this Contract constitutes the Teacher’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Teacher’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Teacher the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Teacher’s Base Salary.

3. If the Teacher’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

4. The Teacher will be paid in installments on an annual basis (deferred wages) based on approximately 26 pay periods.

The Teacher acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

5. The District’s Performance Pay Policy distributes, among District teachers who qualify for such payments, monies received by the District pursuant to, and as a result of, Proposition 301 that are allocated for teacher compensation based on performance (“Performance Pay”). If the Teacher qualifies to be paid Performance Pay pursuant to the District’s Performance Pay Policy, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy.

Any Performance Pay earned by the Teacher shall be in addition to, and shall not be deemed a part of, the Teacher's Base Salary.

6. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate appropriate for the Teacher's position, or proof of compliance with A.R.S. §15-502(B), (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position (including, but not necessarily limited to, a permanent or provisional Structured English Immersion (SEI) endorsement), and (3) a valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Teacher expressly warrants and represents to the Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Teacher is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Teacher fails to remain in compliance with all of the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

If (1) the Teacher's Teaching Certificate, (2) any endorsement appropriate for the Teacher's position, or (3) the Teacher's fingerprint clearance card, is scheduled to expire during the term of this Contract, not less than thirty (30) calendar days prior to the scheduled expiration, the Teacher shall renew such certificate, endorsement or fingerprint clearance card and provide evidence of such renewal to the District's human resources office. Failure of the Teacher to do so shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

Pursuant to A.R.S. § 15-538.02, if the Teacher holds a Teaching Intern Certificate, an Emergency Teaching Certificate, or any other type of nonstandard certificate that is valid for two years or less, the Board may, upon giving the Teacher ten (10) days' prior written notice, cancel this Contract and dismiss the Teacher without complying with the requirements of A.R.S. §§ 15-537, 538 and 541. Further, if Teacher holds any type of nonstandard certificate, this Contract shall not be renewed and this provision shall serve as notice to the teacher of the Governing Board's intention to non-renew this Contract. The reason for the non-renewal is that Teacher holds only a teaching intern certificate, emergency certificate or other type of nonstandard certification.

7. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

8. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Teacher's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

9. Teacher's acceptance of this Contract shall be by signing it and returning it to the School Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 301 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 301 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. The Teacher shall be paid the following in supplemental compensation as a “Proposition 301 Amount.”

Proposition 301 Base **\$0000.00**

Any Proposition 301 Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

2. Because the Arizona Legislature has not yet determined the District’s level of funding for the 2025-2026 fiscal year, the Board reserves the right to increase the Teacher’s Proposition 301 compensation following such legislative determination. Any increase shall be formally approved by the Board at a Board meeting that occurs on or before August 26, 2025.

3. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
 President/Clerk of the Governing Board

Date: _____

Teacher: _____
 First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 202 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 202 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. If and to the extent that, during the 2025-2026 fiscal year but prior to May 1, 2025, the District receives Indian Gaming Revenue monies to be applied to the District’s Instruction Improvement Fund (“Prop 202 funds” or “funds”), the District shall distribute such funds as supplemental compensation to the District’s eligible certificated teachers in December 2025 and May 2026. The December 2025 distribution will include any and all Prop 202 funds received by the District prior to December 1, 2025, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated payment based on that teacher’s FTE. The May 2026 distribution will include any and all Prop 202 funds received by the District prior to May 1, 2026, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated portion based on that teacher’s FTE. Any payment or payments made pursuant to this paragraph shall not be considered part of the Teacher’s Base Salary, may vary from year to year, and may be discontinued in future fiscal years.

2. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
VACATION BENEFIT ADDENDUM
TO EMPLOYMENT CONTRACT**

This Vacation Benefit Addendum to Certified Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s employment contract that covers and/or includes the 2025-2026 fiscal year (the “Contract”) shall be modified as follows:

1. The employee is provided **00** vacation days per fiscal year.
2. All other terms and conditions of the Employee’s Contract shall remain unchanged and in full force and effect.

This Addendum was approved by vote of the Governing Board at a Governing Board meeting held on February 25, 2025 as documented in the minutes of that meeting.

Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
JROTC TEACHER EMPLOYMENT CONTRACT**

This Teacher Employment Contract (“Contract”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board (the “Board”), and **First Name Last Name** (the “Teacher”).

The District and the Teacher agree as follows:

1. Commencing on the 21st day of July, 2025, and thereafter for a period of **209** paid days as designated by the Board, the Teacher agrees to teach such grade, grades or subjects, and/or perform such administrative functions and other duties, as may be assigned by the Board or its administrative representatives in the locations designated by the Governing Board or its administrative representatives. In this Contract, the term “paid days” means teaching days, non-teaching days during which the Teacher is required to perform duties on behalf of the District, and paid holidays. The Teacher shall at all times comply with (a) state, federal and local laws, (b) Board policies and administrative rules and regulations now in effect and as reasonably modified from time to time, and (c) directives issued by the Board or a District administrator.

In consideration of the Teacher’s performance of the duties described above, the District shall pay the Teacher a base salary (“Base Salary”) of **Salary \$00,000.00**

The Teacher’s Base Salary set out above is intended to reflect the Base Salary the Teacher is entitled to receive based on formulas used by the District to calculate teacher base salaries (“Base Salary Formulas”). The District’s Base Salary Formulas calculate a teacher’s base salary using that teacher’s (a) initial base salary, (b) years of experience as a teacher in the District, (c) attainment of professional growth (as defined by the District), (d) FTE status, and (e) receipt of any base salary increase awarded to teachers generally. The Teacher shall notify the District within thirty (30) days if the Teacher knows or suspects that the Teacher’s Base Salary as set out above is not accurate. Any conflict between the Base Salary set out in this paragraph and what the Teacher’s Base Salary would be using the Base Salary Formulas shall be resolved in favor of the Base Salary that would result from using the Base Salary Formulas. The Teacher’s signature on this Contract constitutes the Teacher’s prior written authorization, pursuant to A.R.S. § 23-352, for the District to withhold from the Teacher’s pay any additional Base Salary paid in excess of the accurate Base Salary amount.

2. In addition to Base Salary, the District shall pay the Teacher the additional compensation set forth in any Addendum to this Contract. The additional compensation set forth in any Addendum shall not be considered to be a part of the Teacher’s Base Salary.

3. If the Teacher’s employment pursuant to this Contract is funded by federal or grant funds, or other special funds, then this Contract is expressly contingent upon the District’s receipt of such federal, grant or special funds, and if such funds are not received, this Contract shall be deemed null and void and without further effect.

4. The Teacher will be paid in installments on an annual basis (deferred wages) based on approximately 24 pay periods.

The Teacher acknowledges and agrees that his or her designation of the method for payment of wages, shown above, may not be modified during the term of this Contract.

5. The District’s Performance Pay Policy distributes, among District teachers who qualify for such payments, monies received by the District pursuant to, and as a result of, Proposition 301 that are allocated for teacher compensation based on performance (“Performance Pay”). If the Teacher qualifies to be paid Performance Pay pursuant to the District’s Performance Pay Policy, the method and timing of payment of such monies, and the amount of such Performance Pay, shall be as specified in the Performance Pay Policy.

Any Performance Pay earned by the Teacher shall be in addition to, and shall not be deemed a part of, the Teacher's Base Salary.

6. This Contract is expressly conditioned on the Teacher's holding and maintaining during the entire term of this Contract (1) a valid Arizona Teaching Certificate appropriate for the Teacher's position, or proof of compliance with A.R.S. §15-502(B), (2) endorsement(s) to the Teacher's Teaching Certificate appropriate for the Teacher's position (including, but not necessarily limited to, a permanent or provisional Structured English Immersion (SEI) endorsement), and (3) a valid fingerprint clearance card issued pursuant to A.R.S. § 41-1758 *et seq.*, or proof of compliance with A.R.S. § 15-534(A)(2). By signing this Contract, the Teacher expressly warrants and represents to the Board that the Teacher has a reasonable, good faith belief that, prior to the first duty day of this Contract as specified in paragraph 1 above, he or she will be in compliance with the above-listed conditions. If the Teacher is not in compliance with the above-listed conditions as of the first duty day of this Contract, this Contract shall be deemed null and void and of no further force or effect. In addition, if at any time during the term of this Contract the Teacher fails to remain in compliance with all of the above-listed conditions, such failure shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

If (1) the Teacher's Teaching Certificate, (2) any endorsement appropriate for the Teacher's position, or (3) the Teacher's fingerprint clearance card, is scheduled to expire during the term of this Contract, not less than thirty (30) calendar days prior to the scheduled expiration, the Teacher shall renew such certificate, endorsement or fingerprint clearance card and provide evidence of such renewal to the District's human resources office. Failure of the Teacher to do so shall (a) be considered cause for dismissal and, in appropriate situations, a sufficient reason for nonrenewal, and (b) allow the Board, in its discretion, to place the Teacher on an unpaid leave of absence, whether or not the Board is also pursuing the Teacher's dismissal or nonrenewal.

Pursuant to A.R.S. § 15-538.02, if the Teacher holds a Teaching Intern Certificate, an Emergency Teaching Certificate, or any other type of nonstandard certificate that is valid for two years or less, the Board may, upon giving the Teacher ten (10) days' prior written notice, cancel this Contract and dismiss the Teacher without complying with the requirements of A.R.S. §§ 15-537, 538 and 541. Further, if Teacher holds any type of nonstandard certificate, this Contract shall not be renewed and this provision shall serve as notice to the teacher of the Governing Board's intention to non-renew this Contract. The reason for the non-renewal is that Teacher holds only a teaching intern certificate, emergency certificate or other type of nonstandard certification.

7. To the extent appropriate for the occasion, the District may provide incidental food and beverages at in-services and staff development activity trainings as a *de minimus* fringe benefit in order to foster good working relations and encourage and reward staff participation.

8. This Contract contains the entire Contract between the parties and any prior Contracts, whether written or oral, are voided by the execution of this Contract. Except for a written Salary Supplement Amendment that increases the Teacher's compensation and is issued by the Board, any contemporaneous or subsequent amendment or addenda to this Contract must be in writing and signed by both parties.

9. Teacher's acceptance of this Contract shall be by signing it and returning it to the School Administrator within fifteen (15) business days from the date of receipt, otherwise, the Governing Board's offer of employment is revoked.

This Contract was approved by vote of the Governing Board at a public meeting held on the February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 301 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 301 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. The Teacher shall be paid the following in supplemental compensation as a “Proposition 301 Amount.”

Proposition 301 Base **\$0000.00**

Any Proposition 301 Amount shall be payable commencing in July of 2025, in installments as designated in the Teacher’s Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Teacher’s Base Salary.

2. Because the Arizona Legislature has not yet determined the District’s level of funding for the 2025-2026 fiscal year, the Board reserves the right to increase the Teacher’s Proposition 301 compensation following such legislative determination. Any increase shall be formally approved by the Board at a Board meeting that occurs on or before August 26, 2025.

3. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
PROPOSITION 202 ADDENDUM
TO EMPLOYMENT CONTRACT**

This Proposition 202 Addendum to Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board, and **First Name Last Name** (the “Teacher”).

By this Addendum, the District and the Teacher agree that the Teacher’s 2025-2026 Teacher Employment Contract (“Contract”) shall be modified as follows:

1. If and to the extent that, during the 2025-2026 fiscal year but prior to May 1, 2025, the District receives Indian Gaming Revenue monies to be applied to the District’s Instruction Improvement Fund (“Prop 202 funds” or “funds”), the District shall distribute such funds as supplemental compensation to the District’s eligible certificated teachers in December 2025 and May 2026. The December 2025 distribution will include any and all Prop 202 funds received by the District prior to December 1, 2025, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated payment based on that teacher’s FTE. The May 2026 distribution will include any and all Prop 202 funds received by the District prior to May 1, 2026, with each certificated teacher then employed by the District receiving an equal amount of such Prop 202 funds, except that a part-time teacher will receive a prorated portion based on that teacher’s FTE. Any payment or payments made pursuant to this paragraph shall not be considered part of the Teacher’s Base Salary, may vary from year to year, and may be discontinued in future fiscal years.

2. All other terms and conditions of the Teacher’s Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Teacher: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
"NAME OF ADDENDUM" ADDENDUM
TO EMPLOYMENT CONTRACT**

This "Name of Addendum" Addendum to Employment Contract ("Addendum") is entered into between Flowing Wells Unified School District No. 8 of Pima County (the "District"), by and through its Governing Board, and **First Name Last Name** (the "Employee").

By this Addendum, the District and the Employee agree that the Employee's 2025-2026 Employment Contract ("Contract") shall be modified as follows:

The Employee shall be paid **\$000.00** in supplemental compensation as a/an **Name of Addendum** Addendum. The Addendum amount shall be payable commencing in July of 2025, in installments as designated in the Employee's Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Employee's Base Salary.

1. All other terms and conditions of the Employee's Contract for the 2025-2026 fiscal year remain unchanged and in full force and effect.

This Addendum was approved by vote of the Governing Board at a Governing Board meeting held on February 25, 2025, as documented in the minutes of that meeting.

Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

FLOWING WELLS SCHOOL DISTRICT ADMINISTRATOR EMPLOYMENT CONTRACT

This Administrator Employment Contract (“Contract”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board (the “Governing Board”) and **First Name Last Name** (the “Employee”).

The District and the Employee agree as follows:

1. The Employee agrees to be employed by the District, and the District agrees to employ the Employee, as a District Administrator for a 12-month period of time commencing on July 1, 2025, and continuing through June 30, 2026. During the term of this Contract, the Employee shall perform all duties assigned to him or her by the Governing Board and/or the Superintendent in locations designated by the Governing Board or its administrators in a manner that complies with Arizona law, Governing Board policies and administrative regulations, as such laws, policies and regulations may from time to time be amended. The Employee’s administrative assignment shall be to the position of **Position**, subject to the Governing Board’s right to modify such administrative assignment at its discretion at any time.

2. In consideration for the Employee’s faithful performance of the duties assigned to him or her as referenced in paragraph 1 above, the District shall pay to the Employee an annual base salary (“Base Salary”) of **Salary Spelled Out (\$00,000)**. The Employee’s Base Salary shall be paid in 26 equal bi-weekly installments.

3. In addition to the Base Salary set out in paragraph 2 above, the District shall pay to the Employee such additional compensation as set forth in this Contract and in any addendum to this Contract. Any additional compensation provided pursuant to this Contract or any addendum to this Contract shall not be deemed to be part of, or to otherwise modify, the Employee’s Base Salary. Unless otherwise specifically referenced, any additional compensation provided to the Employee shall be paid in 26 equal bi-weekly installments on the same days as Base Salary is paid. In addition, if the Arizona Legislature passes legislation subsequent to the issuance and acceptance of this contract that provides for an increase in funding that can be used as maintenance and operations funds or if the District otherwise confirms that it will receive additional revenues that can be used for maintenance and operation funds after the date this Contract is issued, the Board reserves the right to increase Employee’s compensation following such legislative determination and/or confirmation of receipt of additional revenue. Any compensation increase shall be reflected in an Addendum that will be attached to and considered part of this Contract.

4. In addition to the Base Salary set out in paragraph 2 above, the Employee is entitled to receive one (but not both) of the following alternative stipends, with the Employee’s preference being show by the Employee checking one of the two boxes below:

- Option #1: District payments for the benefit of the Employee to cover the costs of: (a) up to One Thousand Six Hundred Dollars (\$1,600.00) worth of training opportunities (e.g., seminars or professional presentations) that are approved in advance by the District and that the District and Employee agree would be of professional benefit to the Employee; and/or (b) subject to the requirement imposed by A.R.S. § 15-511(F) that the association or organization not seek to influence the outcomes of elections, annual dues payments to join not more than one national professional association and one state professional association.
- Option #2: District payments not to exceed Five Thousand Dollars (\$5,000.00) to reimburse the Employee for tuition costs incurred by the Employee for college or university courses taken and successfully completed (as defined by a course grade of C or better) in a program of study approved by the District; provided, however, that the Five Thousand Dollar (\$5,000.00) limit does not apply to the Employee if the Employee was employed as an administrator in the District as of June 30, 2020

The Employee’s selection of Option #1 or Option #2 cannot be modified during the term of the Contract in the absence of exigent circumstances, as determined by the Superintendent in the Superintendent’s discretion. The Employee’s failure to check one of the above two boxes above will result in the Employee qualifying for Option #1.

5. In addition to, and/or as a further description of, the fringe benefits that are provided to District administrators pursuant to Governing Board policies, the District and the Employee agree that the District shall provide to the Employee:

- a. Term life insurance in the face amount of \$75,000;
- b. Payment of annual dues to allow the Employee to join one civic organization chosen by the Employee;
- c. The option of the Employee to sell back to the District, between January 1 and June 30 of each fiscal year during the term of this Contract, up to seven (7) days of unused vacation leave, with the compensation for such days being paid at the Employee's then daily rate of pay. The Employee acknowledges that compensation received by the Employee for selling back vacation leave days does not constitute compensation for Arizona State Retirement System (ASRS) purposes.
- d. To the extent appropriate for the occasion and at the District's discretion, incidental food and beverages at in-service and staff development activities, with such food and beverages being a *de minimus* fringe benefit provided by the District to foster good working relationships and encourage and reward administrator participation in such activities.

6. If the Employee is employed in a position that requires certification by the Arizona Department of Education, this Contract is expressly contingent on the Employee's holding and maintaining throughout the term of this Contract, the required certification.

This Contract was approved by vote of the Governing Board at a Governing Board meeting held on February 25, 2025, as documented in the minutes of that meeting.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
BUDGET OVERRIDE ADDENDUM
TO ADMINISTRATOR EMPLOYMENT CONTRACT**

This Budget Override Addendum to Administrator Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s Position Administrator Employment Contract (“Contract”) shall be modified as follows:

1. The Employee shall be paid **Override Spelled Out (\$000.00)** in supplemental compensation as an “Override Amount.” The Override Amount shall be payable commencing in July 2025, in installments as designated in the Employee’s Contract. Any payment made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

2. All other terms and conditions of the Employee’s Contract for 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
AUTOMOBILE ALLOWANCE ADDENDUM
TO ADMINISTRATOR EMPLOYMENT CONTRACT**

This Automobile Allowance Addendum to Administrator Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”) by and through its Governing Board and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee agree that the Employee’s 2025-2026 Administrative Employment Contract (“Contract”) shall be modified as follows:

1. The Employee shall be paid **Allowance Spelled Out (\$000.00)** in supplemental compensation as an “Automobile Allowance”. The Automobile Allowance amount shall be payable commencing in July of 2025, in installment as designated in the Contract. Any payment or payments made pursuant to this Addendum shall not be considered part of the Employee’s Base Salary.

2. All other terms and conditions of the Employee’s Contract for 2025-2026 fiscal year remain unchanged and in full force and effect.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

**FLOWING WELLS SCHOOL DISTRICT
MERIT COMPENSATION (PERFORMANCE PAY) ADDENDUM
TO ADMINISTRATOR EMPLOYMENT CONTRACT**

This Merit Compensation (Performance Pay) Addendum to Administrator Employment Contract (“Addendum”) is entered into between Flowing Wells Unified School District No. 8 of Pima County (the “District”), by and through its Governing Board (the “Board”), and **First Name Last Name** (the “Employee”).

By this Addendum, the District and the Employee desire to enter into a performance pay agreement that uses the same procedures to determine administrator performance pay as have been used over the past ten years. In accordance therewith, the Board and Employee agree that the Employee’s **Position** Administrator Employment Contract (the “Contract”) shall be modified as follows:

1. **Contingent Merit Compensation Monies.** During the 2025-2026 fiscal year, the District shall set aside Six Thousand Dollars (\$6,000.00) as contingent Merit Compensation (Performance Pay) monies (“Monies”) for the Employee. Some or all of the Monies shall be paid to the Employee as additional compensation based on the collective achievement by District administrators, including the Employee and the Superintendent (the “District Administrators”), of agreed-upon performance goals, as detailed in this Addendum below.
2. The agreed-upon performance goals that form the basis for Employee’s conditional receipt of Merit Compensation Monies shall be determined as follows:
 - a. Between July 1, 2025, and August 10, 2025, District Administrators, by and through the Superintendent, shall propose merit compensation performance goals to the Board (the “Proposed Goals”).
 - b. Within a reasonable time after receiving Proposed Goals, the Board will either approve the Proposed Goals, or (ii) direct the Superintendent to propose new or amended goals. This process shall be repeated as necessary until the Board approves a set of no fewer than five (5) and no more than eight (8) agreed-upon Performance Goals for the District Administrators (“Performance Goals”). All parties shall endeavor to have the Performance Goals approved by the Board no later than August 20, 2025.
3. **Board Determination Concerning Achievement of Performance Goals.** At a Governing Board meeting held between May 20, 2026, and June 20, 2026, the Board shall discuss and determine whether and to what extent District Administrators achieved the Performance Goals during the 2025-2026 fiscal year. The Board may discuss the District Administrators’ efforts and achievements in relation to the Performance Goals in one or more personnel executive sessions.

In an Open Meeting held no later than June 20, 2026, each individual Board member will rate, on a scale of 0% to 100%, the District Administrators’ collective success in achieving the Performance Goals. The individual Board member ratings will be averaged and, on or before June 30, 2026, the Employee shall be paid Monies in an amount equal to the resulting average percentage rating multiplied by Six Thousand Dollars (\$6,000.00). For example, if the resulting average rating is 90%, the Employee shall be paid Five Thousand Four Hundred Dollars (\$5,400.00 (0.90 x \$6,000.00 = \$5,400.00).

Other than as modified by this Addendum, the terms and conditions of the Contract remain unchanged and in full force and effect.

Approved at a Governing Board meeting held on February 25, 2025.

Governing Board of Flowing Wells Unified School District No. 8 of Pima County

By: _____
President/Clerk of the Governing Board

Date: _____

Employee: _____
First Name Last Name

Date: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

F-1 Agenda Item Number	February 25, 2025 Board Meeting Date
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Item: Recommend Award of Electrical Services RFP# 25-04-29 to J.E.B. Electric

Submitted By: Dr. Kevin Stoltzfus/Stacy Trueblood Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

The District issued a Request for Proposal (RFP) # 25-04-29 for Electrical Services on January 17, 2025. Approximately 80 potential vendors were notified of the solicitation and a notice was published in a daily newspaper. Proposals were due February 6, 2025. The District received four (4) proposals. The evaluation committee members, Tony Young, Dax Valles and Paul Sanchez, reviewed, scored and ranked each proposal based on the criteria outlined in the RFP. Based on evaluation of the proposals, the committee recommends award of RFP# 25-04-29 for Electrical Services to J.E.B. Electric. The award is for the remainder of fiscal year 2025 with the option to renew annually for the next four years. Annual cost is estimated to be \$100,000. This will be funded with Maintenance & Operations.

Estimated Cost \$ 100,000.00 See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

F-3

Agenda Item Number

February 25, 2025

Board Meeting Date

Item: Discussion of Tax Credit Contributions for Calendar Year 2024

Submitted By: Dr. Kevin Stoltzfus/Stacy Trueblood Date: January 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

District administration presents for discussion information related to tax credit contributions for Calendar Year 2024. The Flowing Wells District received \$285,679 in tax credit contributions in 2024, compared to \$292,683 in 2023. A report summarizing, by school, donations received over the past five years is attached. The Arizona Department of Revenue allows a maximum tax credit of \$400 for married couples filing jointly and \$200 for individuals or couples filing separately. The District is also required to report actual expenditures from tax credit contributions by February 28th of each year per ARS 43-1089.01. These reports also are attached.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

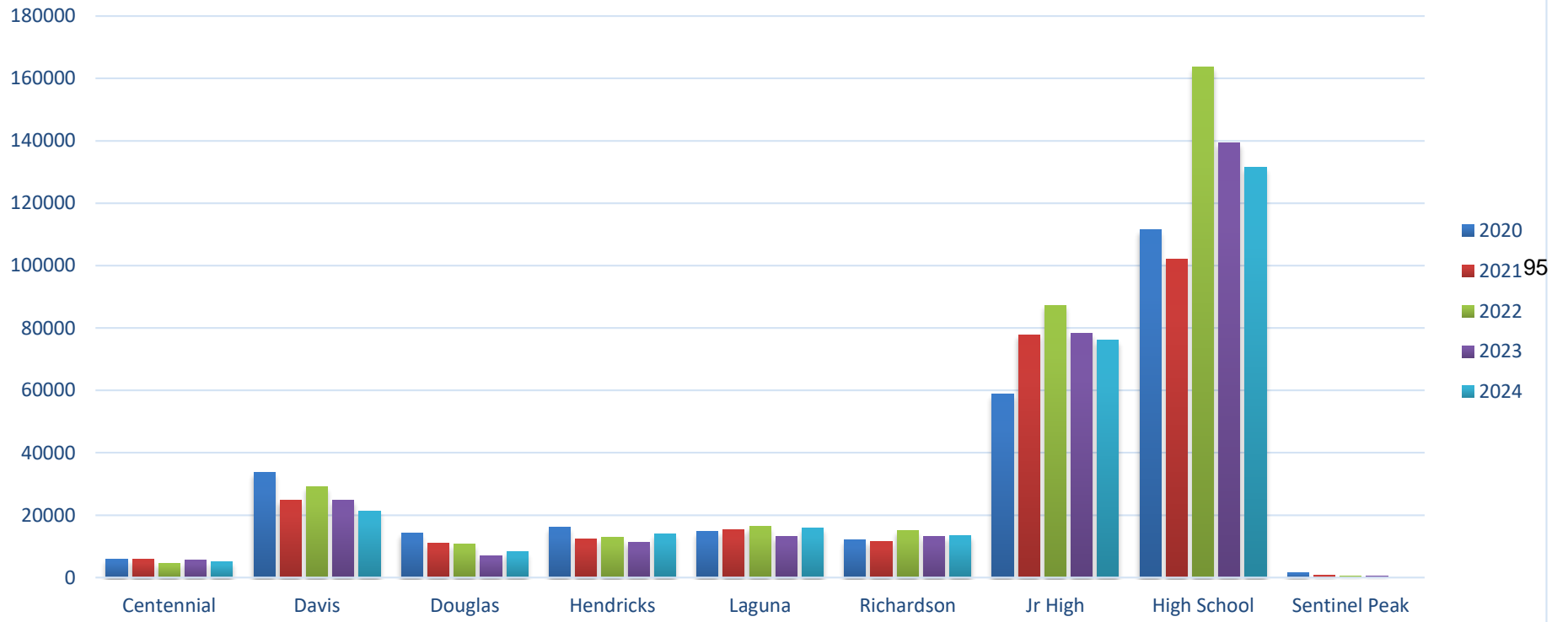
Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

Tax Credit Donations for Calendar Years 2020 - 2024

<u>School</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Centennial	\$ 5,949	\$ 5,894	\$ 4,617	\$ 5,541	\$ 5,100
Davis	\$ 33,762	\$ 24,662	\$ 29,150	\$ 24,698	\$ 21,390
Douglas	\$ 14,300	\$ 11,000	\$ 10,660	\$ 6,900	\$ 8,264
Hendricks	\$ 16,074	\$ 12,275	\$ 12,835	\$ 11,226	\$ 13,971
Laguna	\$ 14,690	\$ 15,425	\$ 16,390	\$ 13,230	\$ 15,979
Richardson	\$ 12,003	\$ 11,625	\$ 15,033	\$ 13,232	\$ 13,324
Jr High	\$ 58,804	\$ 77,846	\$ 87,310	\$ 78,216	\$ 76,198
High School	\$ 111,438	\$ 101,959	\$ 163,701	\$ 139,241	\$ 131,455
Sentinel Peak	\$ 1,500	\$ 800	\$ 400	\$ 400	\$ -
Total	\$ 268,520	\$ 261,486	\$ 340,096	\$ 292,683	\$ 285,679

Tax Credit Donations 2020-2024





ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208020

Name of School

2 Sentinel Peak High School

School Address - number and street or PO Box

City

State ZIP Code

3 1949 W. Gardner Lane

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 0

8 \$ 0

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Table with 2 columns: Extracurricular Activity or Program, Total Spent. Rows include categories like athletics, field trips, clubs, music, etc.

Completed forms must be received by February 28th each year.

10. Calendar Year Total: \$ 238.00

ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: DistrictCreditReport@azdor.gov

Charter schools send to: CharterCreditReport@azdor.gov

For more information:

Guidelines for Public Schools: https://azdor.gov/tax-credits/public-school-tax-credit

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208110

Name of School

2 Centennial Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 2200 W Wetmore Road

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 22

8 \$ 5,100

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Table with 2 columns: Extracurricular Activity or Program, Total Spent. Rows include categories like athletics, field trips, clubs, music, etc.

Completed forms must be received by February 28th each year.

10. Calendar Year Total: \$ 10,603.90

ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: DistrictCreditReport@azdor.gov

Charter schools send to: CharterCreditReport@azdor.gov

For more information:

- Guidelines for Public Schools: https://azdor.gov/tax-credits/public-school-tax-credit

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208120

Name of School

2 Homer Davis Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 4250 N Romero Road

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 80

8 \$ 21,390

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Extracurricular Activity or Program	Total Spent
a) athletics or sports	\$ 1,925.27
b) field trips	\$ 14,323.92
c) clubs, academic competitions or other comparable extracurricular programs	\$ 10,548.44
d) music, band, choir, orchestra, fine arts or performing arts	\$
e) after school enrichment or tutoring programs.....	\$
f) extended kindergarten programs	\$
g) non-credit summer programs	\$
h) drivers education programs.....	\$
i) character education programs per § 15-719	\$
j) standardized testing for college credit or readiness	\$
k) assessment for career and technical preparation programs	\$
l) CPR training per § 15-718.01.....	\$
m) capital items defined by A.R.S. Title 15. Education § 15-903 (section C lines 2-8).....	\$
n) community school meal programs.....	\$
o) student consumable health care supplies	\$
p) playground equipment and shade structures for playground equipment	\$
q) other extracurricular activities (provide brief description of activity below).....	\$

Completed forms must be received by **February 28th** each year.

10. Calendar Year Total: \$	26,797.63
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ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: **DistrictCreditReport@azdor.gov**

Charter schools send to: **CharterCreditReport@azdor.gov**

For more information:

- *Guidelines for Public Schools:* <https://azdor.gov/tax-credits/public-school-tax-credit>

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208130

Name of School

2 Douglas Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 3302 N Flowing Wells Road

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 33

8 \$ 8,264

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Table with 2 columns: Extracurricular Activity or Program, Total Spent. Rows include categories like athletics, field trips, clubs, music, etc.

Completed forms must be received by February 28th each year.

10. Calendar Year Total: \$ 12,846.38

ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: DistrictCreditReport@azdor.gov

Charter schools send to: CharterCreditReport@azdor.gov

For more information:

Guidelines for Public Schools: https://azdor.gov/tax-credits/public-school-tax-credit

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208140

Name of School

2 J Robert Hendricks Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 3400 W Orange Grove Road

Tucson

AZ 85741

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 69

8 \$ 13,971

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Table with 2 columns: Extracurricular Activity or Program, Total Spent. Rows include categories like athletics, field trips, clubs, music, etc.

Completed forms must be received by February 28th each year.

10. Calendar Year Total: \$ 23,824.29

ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: DistrictCreditReport@azdor.gov

Charter schools send to: CharterCreditReport@azdor.gov

For more information:

- Guidelines for Public Schools: https://azdor.gov/tax-credits/public-school-tax-credit

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2,0,2,4

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208150

Name of School

2 Laguna Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 5001 N Shannon Road

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (*with area code*)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 56

8 \$ 15,979

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Extracurricular Activity or Program	Total Spent
a) athletics or sports	\$
b) field trips	\$ 5,592.06
c) clubs, academic competitions or other comparable extracurricular programs	\$ 1,700.00
d) music, band, choir, orchestra, fine arts or performing arts	\$
e) after school enrichment or tutoring programs.....	\$
f) extended kindergarten programs	\$
g) non-credit summer programs	\$
h) drivers education programs.....	\$
i) character education programs per § 15-719	\$
j) standardized testing for college credit or readiness	\$
k) assessment for career and technical preparation programs	\$
l) CPR training per § 15-718.01.....	\$
m) capital items defined by A.R.S. Title 15. Education § 15-903 (section C lines 2-8).....	\$
n) community school meal programs.....	\$
o) student consumable health care supplies	\$
p) playground equipment and shade structures for playground equipment	\$
q) other extracurricular activities (provide brief description of activity below).....	\$

Completed forms must be received by **February 28th** each year.

10. Calendar Year Total: \$	7,292.06
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ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: **DistrictCreditReport@azdor.gov**

Charter schools send to: **CharterCreditReport@azdor.gov**

For more information:

- *Guidelines for Public Schools:* <https://azdor.gov/tax-credits/public-school-tax-credit>

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208160

Name of School

2 Robert Richardson Elementary School

School Address - number and street or PO Box

City

State ZIP Code

3 6901 N Camino de la Tierra

Tucson

AZ 85741

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (*with area code*)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 55

8 \$ 13,324

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Extracurricular Activity or Program	Total Spent
a) athletics or sports	\$
b) field trips	\$ 13,596.58
c) clubs, academic competitions or other comparable extracurricular programs	\$
d) music, band, choir, orchestra, fine arts or performing arts	\$
e) after school enrichment or tutoring programs.....	\$
f) extended kindergarten programs	\$
g) non-credit summer programs	\$
h) drivers education programs.....	\$
i) character education programs per § 15-719	\$
j) standardized testing for college credit or readiness	\$
k) assessment for career and technical preparation programs	\$
l) CPR training per § 15-718.01.....	\$
m) capital items defined by A.R.S. Title 15. Education § 15-903 (section C lines 2-8).....	\$
n) community school meal programs.....	\$
o) student consumable health care supplies	\$
p) playground equipment and shade structures for playground equipment	\$
q) other extracurricular activities (provide brief description of activity below).....	\$

Completed forms must be received by **February 28th** each year.

10. Calendar Year Total: \$	13,596.58
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ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: **DistrictCreditReport@azdor.gov**

Charter schools send to: **CharterCreditReport@azdor.gov**

For more information:

- *Guidelines for Public Schools:* <https://azdor.gov/tax-credits/public-school-tax-credit>

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2024

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208170

Name of School

2 Flowing Wells Junior High School

School Address - number and street or PO Box

City

State ZIP Code

3 4545 N La Cholla Blvd

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (with area code)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 345

8 \$ 76,198

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Extracurricular Activity or Program	Total Spent
a) athletics or sports	\$
b) field trips	\$ 63,808.84
c) clubs, academic competitions or other comparable extracurricular programs	\$ 700.00
d) music, band, choir, orchestra, fine arts or performing arts	\$
e) after school enrichment or tutoring programs.....	\$
f) extended kindergarten programs	\$
g) non-credit summer programs	\$
h) drivers education programs.....	\$
i) character education programs per § 15-719	\$
j) standardized testing for college credit or readiness	\$
k) assessment for career and technical preparation programs	\$
l) CPR training per § 15-718.01.....	\$
m) capital items defined by A.R.S. Title 15. Education § 15-903 (section C lines 2-8).....	\$
n) community school meal programs.....	\$
o) student consumable health care supplies	\$
p) playground equipment and shade structures for playground equipment	\$
q) other extracurricular activities (provide brief description of activity below).....	\$

Completed forms must be received by **February 28th** each year.

10. Calendar Year Total: \$	64,508.84
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ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

District schools send to: **DistrictCreditReport@azdor.gov**

Charter schools send to: **CharterCreditReport@azdor.gov**

For more information:

- *Guidelines for Public Schools:* <https://azdor.gov/tax-credits/public-school-tax-credit>

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.



ARIZONA DEPARTMENT OF REVENUE

Public School Report

A.R.S. § 43-1089.01

For Calendar Year 2,0,2,4

School Site CTDS Number (To find your school sites CTDS, go to: www.ade.az.gov/edd)

1 100208210

Name of School

2 Flowing Wells High School

School Address - number and street or PO Box

City

State ZIP Code

3 3725 N Flowing Wells Road

Tucson

AZ 85705

Name of District or Charter Holder

4 Flowing Wells Unified School District

Name of School Contact

Phone Number of School Contact (*with area code*)

5 Monique Mata

6 (520) 696-8855

Total Number of Donors

Total Amount of Fees and Cash Contributions Received

7 690

8 \$ 131,455

9 List the amount spent by specific extracurricular activity, program or allowable item based on the categories noted below. Undesignated contributions must be reported by the extracurricular activities or programs approved by the site council.

Extracurricular Activity or Program	Total Spent
a) athletics or sports	\$ 16,159.25
b) field trips	\$ 65,085.81
c) clubs, academic competitions or other comparable extracurricular programs	\$ 1,345.00
d) music, band, choir, orchestra, fine arts or performing arts	\$ 20,214.57
e) after school enrichment or tutoring programs.....	\$
f) extended kindergarten programs	\$
g) non-credit summer programs	\$
h) drivers education programs.....	\$
i) character education programs per § 15-719	\$
j) standardized testing for college credit or readiness	\$ 7,756.00
k) assessment for career and technical preparation programs	\$
l) CPR training per § 15-718.01.....	\$
m) capital items defined by A.R.S. Title 15. Education § 15-903 (section C lines 2-8).....	\$
n) community school meal programs.....	\$
o) student consumable health care supplies	\$
p) playground equipment and shade structures for playground equipment	\$
q) other extracurricular activities (provide brief description of activity below).....	\$

Completed forms must be received by **February 28th** each year.

10. Calendar Year Total: \$	110,560.63
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ALL SUBMISSIONS AND QUESTIONS ARE SENT VIA EMAIL TO THE ADDRESSES BELOW

SEND FORMS TO:

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Charter schools send to: **CharterCreditReport@azdor.gov**

For more information:

- *Guidelines for Public Schools:* <https://azdor.gov/tax-credits/public-school-tax-credit>

This form is for public schools to report by February 28th the fees or cash contributions that were received for the support of extracurricular activities or programs for a calendar year (not by school year). The amounts should only include fees and cash contributions for the public school tax credit and exclude other donations.

FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

F-3

Agenda Item Number

February 25, 2025

Board Meeting Date

Item: Recommend Approval of Community Schools Fees for FY 2025-2026

Submitted By: Dr. Kevin Stoltzfus/Stacy Trueblood Date: January 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus/Stacy Trueblood

District administration recommends approval of Community Schools' fees effective July 1, 2025 for fiscal year 2025-2026. The attached schedule shows the current year's rates and proposed new rates. As discussed at the January 28, 2025 board meeting, the Community Schools program is running a deficit in the current year. The proposed increases are to reduce the deficit and provide smaller increases over the next few years to ensure revenues cover expenditures. District administration also recommends approval of a new program for families whose students only attend during holiday breaks or on early-release days. This will reduce their cost and provide openings for other children in the regular program. The fees for this program are also listed on the attached fee schedule.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action:

Approve Disapprove Table No Action Required

Division Head: *Stacy Trueblood* Superintendent: *Kevin Stoltzfus*

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____

Flowing Wells Community Schools

Proposed Rates effective 7/1/2025

Description	FW Current Rates	FW Proposed Rates to be effective 7/1/2025
Base hourly rate	\$4.20	\$4.60
Base hourly rate-FW Employees	\$3.70	\$4.10
Annual Materials/Registration fee	\$30 first child \$25 each additional child per family	\$40 first child \$35 each additional child per family
Non-attendance fee (Must attend 4 days in the week to avoid fee)	\$25 per week	\$40 per week
Late pick-up fee	\$3 per minute/per child 1st offense \$4 per minute/per child 2nd offense 3rd offense dropped from program	No change
FW Employee Preschool program	\$25 per day \$125 weekly	\$150 per week

<p>Propose a new Program: Early Release/Holiday Only - Students may only attend on early release or holidays such as fall/winter/spring break etc.</p> <p>Max 10 students per school, would need to employ a district classified sub</p>	N/A	<p>\$10 Material fee \$5 per hour</p>
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FLOWING WELLS SCHOOL DISTRICT
Board Agenda Item

G-1	February 25, 2025
Agenda Item Number	Board Meeting Date

Item: Executive Session

Submitted By: Dr. Kevin Stoltzfus Date: February 18, 2025

Will Be Presented By: Dr. Kevin Stoltzfus

In accordance with A.R.S. §38-431.03.A.1, an Executive Session may be called for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining, termination or resignation of a public officer or district employees; regarding candidates for position of FWHS Assistant Principal.

Estimated Cost \$ _____ See Additional Information Attached

Recommended Action, if needed:

Approve Disapprove Table No Action Required

Division Head: _____ Superintendent: Kevin Stoltzfus

Board Action: M: _____ S: _____ A: _____ N: _____ C: _____