

House Engrossed

school districts; employment contracts; publication

State of Arizona  
House of Representatives  
Fifty-seventh Legislature  
Second Regular Session  
2026

# HOUSE BILL 2075

AN ACT

AMENDING TITLE 15, CHAPTER 5, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 15-503.01; RELATING TO SCHOOL EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 15, chapter 5, article 1, Arizona Revised  
3 Statutes, is amended by adding section 15-503.01, to read:

4 15-503.01. Superintendents; assistant superintendents;  
5 associate superintendents; chief financial  
6 officers; employment contracts; posting  
7 requirements; annual report

8 A. EACH SCHOOL DISTRICT GOVERNING BOARD SHALL SUBMIT TO THE  
9 DEPARTMENT OF EDUCATION BOTH OF THE FOLLOWING:

10 1. EITHER:

11 (a) A COPY OF THE EMPLOYMENT CONTRACT, INCLUDING ANY EXTENSION OR  
12 AMENDMENT TO THE CONTRACT, FOR EACH INDIVIDUAL WHO HAS BEEN EMPLOYED BY  
13 THE SCHOOL DISTRICT DURING THE PRECEDING FIVE SCHOOL YEARS AS A  
14 SUPERINTENDENT, AN ASSISTANT SUPERINTENDENT, AN ASSOCIATE SUPERINTENDENT  
15 OR A CHIEF FINANCIAL OFFICER.

16 (b) AN ATTESTATION STATING THAT THE SCHOOL DISTRICT HAS NOT  
17 EMPLOYED A SUPERINTENDENT, AN ASSISTANT SUPERINTENDENT, AN ASSOCIATE  
18 SUPERINTENDENT OR A CHIEF FINANCIAL OFFICER DURING THE PRECEDING FIVE  
19 SCHOOL YEARS.

20 2. EITHER:

21 (a) A COPY OF THE EMPLOYMENT CONTRACT, INCLUDING ANY EXTENSION OR  
22 AMENDMENT TO THE CONTRACT, FOR EACH INDIVIDUAL WHO IS CURRENTLY EMPLOYED  
23 AS A SUPERINTENDENT, AN ASSISTANT SUPERINTENDENT, AN ASSOCIATE  
24 SUPERINTENDENT OR A CHIEF FINANCIAL OFFICER NOT LATER THAN THIRTY DAYS  
25 AFTER THE DATE ON WHICH THE SCHOOL DISTRICT ENTERED INTO THE CONTRACT OR  
26 APPROVED THE EXTENSION OR AMENDMENT TO THE CONTRACT.

27 (b) AN AFFIDAVIT STATING THAT THE EMPLOYMENT CONTRACT OF THE  
28 SUPERINTENDENT, ASSISTANT SUPERINTENDENT, ASSOCIATE SUPERINTENDENT OR  
29 CHIEF FINANCIAL OFFICER, AS APPLICABLE, IS THE SAME AS THE EMPLOYMENT  
30 CONTRACT THAT THE SCHOOL DISTRICT SUBMITTED FOR THE IMMEDIATELY PRECEDING  
31 YEAR. AN AFFIDAVIT SUBMITTED PURSUANT TO THIS SUBDIVISION MUST BE  
32 SUBMITTED NOT LATER THAN THIRTY DAYS AFTER THE ANNIVERSARY OF THE DATE ON  
33 WHICH THE SCHOOL DISTRICT ENTERED INTO THE CONTRACT.

34 B. THE DEPARTMENT SHALL:

35 1. POST ALL CONTRACTS THAT ARE SUBMITTED PURSUANT TO SUBSECTION A OF  
36 THIS SECTION ON THE DEPARTMENT'S WEBSITE. THE DEPARTMENT MAY NOT REMOVE A  
37 CONTRACT THAT IS POSTED PURSUANT TO THIS SUBSECTION UNTIL AT LEAST FIVE  
38 YEARS AFTER THE DATE ON WHICH THE EMPLOYMENT OF THE SUPERINTENDENT,  
39 ASSISTANT SUPERINTENDENT, ASSOCIATE SUPERINTENDENT OR CHIEF FINANCIAL  
40 OFFICER IS TERMINATED. THE DEPARTMENT MAY REDACT PERSONALLY IDENTIFIABLE  
41 INFORMATION THAT IS EXEMPT FROM PUBLIC DISCLOSURE AS A MATTER OF LAW  
42 BEFORE POSTING AN EMPLOYMENT CONTRACT ON THE DEPARTMENT'S WEBSITE.

43 2. CREATE A SEARCHABLE ONLINE DATABASE THAT IS POSTED ON THE  
44 DEPARTMENT'S WEBSITE AND THAT CONTAINS, AT A MINIMUM, THE FOLLOWING

1 INFORMATION FROM EACH CONTRACT THAT IS SUBMITTED PURSUANT TO SUBSECTION A  
2 OF THIS SECTION:

3 (a) THE SCHOOL DISTRICT'S NAME.

4 (b) THE BASE SALARY FOR EACH SUPERINTENDENT, ASSISTANT  
5 SUPERINTENDENT, ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL OFFICER WHO  
6 IS EMPLOYED BY THE SCHOOL DISTRICT.

7 (c) THE TOTAL AMOUNT OF PERFORMANCE BASED PAY THAT THE SCHOOL  
8 DISTRICT GOVERNING BOARD AWARDS TO EACH SUPERINTENDENT, ASSISTANT  
9 SUPERINTENDENT, ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

10 (d) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR RETIREMENT  
11 BENEFITS FOR EACH SUPERINTENDENT, ASSISTANT SUPERINTENDENT, ASSOCIATE  
12 SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

13 (e) THE TOTAL AMOUNT OF STIPENDS PAID TO EACH SUPERINTENDENT,  
14 ASSISTANT SUPERINTENDENT, ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL  
15 OFFICER WHO IS EMPLOYED BY THE SCHOOL DISTRICT, DISAGGREGATED BY THE  
16 PURPOSE OR TYPE OF STIPEND.

17 (f) THE TOTAL HOURS OF PERSONAL LEAVE AND PAID TIME OFF THAT ARE  
18 AWARDED TO EACH SUPERINTENDENT, ASSISTANT SUPERINTENDENT, ASSOCIATE  
19 SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

20 (g) WHETHER EACH SUPERINTENDENT, ASSISTANT SUPERINTENDENT,  
21 ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL OFFICER IS ENTITLED TO  
22 PAYMENT FOR UNUSED PERSONAL LEAVE AND PAID TIME OFF.

23 (h) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR HEALTH INSURANCE  
24 PREMIUMS FOR THE SPOUSE AND DEPENDENTS OF EACH SUPERINTENDENT, ASSISTANT  
25 SUPERINTENDENT, ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

26 (i) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR LIFE INSURANCE  
27 FOR EACH SUPERINTENDENT, ASSISTANT SUPERINTENDENT, ASSOCIATE  
28 SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

29 C. EACH SCHOOL DISTRICT GOVERNING BOARD SHALL POST ON THE SCHOOL  
30 DISTRICT'S WEBSITE A COPY OF EACH CONTRACT AND ATTESTATION THAT THE  
31 GOVERNING BOARD SUBMITS TO THE DEPARTMENT PURSUANT TO SUBSECTION A OF THIS  
32 SECTION. A SCHOOL DISTRICT MAY NOT REMOVE A CONTRACT THAT IS POSTED  
33 PURSUANT TO THIS SUBSECTION UNTIL AT LEAST FIVE YEARS AFTER THE DATE ON  
34 WHICH THE EMPLOYMENT OF THE SUPERINTENDENT, ASSISTANT SUPERINTENDENT,  
35 ASSOCIATE SUPERINTENDENT OR CHIEF FINANCIAL OFFICER IS TERMINATED. A  
36 SCHOOL DISTRICT MAY REDACT PERSONALLY IDENTIFIABLE INFORMATION THAT IS  
37 EXEMPT FROM PUBLIC DISCLOSURE AS A MATTER OF LAW BEFORE POSTING AN  
38 EMPLOYMENT CONTRACT ON THE SCHOOL DISTRICT'S WEBSITE.

39 D. ON OR BEFORE DECEMBER 1 OF EACH YEAR, THE DEPARTMENT OF  
40 EDUCATION SHALL COMPILE A REPORT THAT INCLUDES ALL OF THE FOLLOWING  
41 INFORMATION FOR EACH SCHOOL DISTRICT IN THIS STATE AND SHALL POST THE  
42 REPORT ON THE DEPARTMENT'S WEBSITE:

43 1. IF THE SCHOOL DISTRICT EMPLOYS A SUPERINTENDENT PURSUANT TO  
44 SECTION 15-503:

45 (a) THE BASE SALARY OF THE SUPERINTENDENT.

1 (b) A LIST OF ALL EMPLOYEE BENEFITS THAT THE SUPERINTENDENT MAY  
2 RECEIVE PURSUANT TO THE SUPERINTENDENT'S EMPLOYMENT CONTRACT, INCLUDING,  
3 IF APPLICABLE, THE MONETARY VALUE OF EACH BENEFIT.

4 (c) IF THE SUPERINTENDENT HAS A CAR ALLOWANCE UNDER THE  
5 SUPERINTENDENT'S EMPLOYMENT CONTRACT, THE AMOUNT OF THE ALLOWANCE.

6 2. IF, PURSUANT TO SECTION 15-502 OR 15-503, THE SCHOOL DISTRICT  
7 EMPLOYS AN ASSISTANT SUPERINTENDENT, ASSOCIATE SUPERINTENDENT OR CHIEF  
8 FINANCIAL OFFICER, OR ANY COMBINATION OF ASSISTANT SUPERINTENDENTS,  
9 ASSOCIATE SUPERINTENDENTS AND CHIEF FINANCIAL OFFICERS:

10 (a) THE BASE SALARY OF EACH ASSISTANT SUPERINTENDENT, ASSOCIATE  
11 SUPERINTENDENT AND CHIEF FINANCIAL OFFICER.

12 (b) A LIST OF ALL EMPLOYEE BENEFITS THAT EACH ASSISTANT  
13 SUPERINTENDENT, ASSOCIATE SUPERINTENDENT AND CHIEF FINANCIAL OFFICER MAY  
14 RECEIVE PURSUANT TO THE INDIVIDUAL'S EMPLOYMENT CONTRACT, INCLUDING, IF  
15 APPLICABLE, THE MONETARY VALUE OF EACH BENEFIT.

16 (c) IF THE ASSISTANT SUPERINTENDENT, ASSOCIATE SUPERINTENDENT OR  
17 CHIEF FINANCIAL OFFICER HAS A CAR ALLOWANCE UNDER THE INDIVIDUAL'S  
18 EMPLOYMENT CONTRACT, THE AMOUNT OF THE ALLOWANCE.