

REFERENCE TITLE: school districts; superintendent; employment contracts

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

HB 2385

Introduced by
Representatives Gress: Carter N, Gillette, Hendrix; Senators Angius,
Werner

AN ACT

AMENDING SECTION 15-503, ARIZONA REVISED STATUTES; 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. Section 15-503, Arizona Revised Statutes, is amended to
3 read:

4 15-503. Superintendents, principals, head teachers and school
5 psychologists; terms of employment; evaluation;
6 contract delivery and acceptance; nonretention
7 notice

8 A. ~~The~~ A SCHOOL DISTRICT governing board may:

9 1. Employ a superintendent or principal, or both. If the governing
10 board employs a superintendent, the governing board shall determine the
11 qualifications for the superintendent by action taken at a public meeting.
12 The governing board shall require a superintendent to have a valid
13 fingerprint clearance card that is issued pursuant to title 41, chapter
14 12, article 3.1.

15 2. Appoint a head teacher.

16 3. Jointly with another governing board employ a superintendent or
17 a principal, or both. If the governing board jointly employs a
18 superintendent, the governing boards shall jointly determine the
19 qualifications for the superintendent by action taken at a public meeting.
20 The governing boards shall require a superintendent to have a valid
21 fingerprint clearance card that is issued pursuant to title 41, chapter
22 12, article 3.1.

23 B. The term of employment of superintendents may be for any period
24 not exceeding:

25 1. ONE YEAR IF THE SUPERINTENDENT HAS NOT BEEN EMPLOYED BY THE
26 SCHOOL DISTRICT AS A SUPERINTENDENT FOR AT LEAST THREE CONSECUTIVE YEARS.

27 2. Three years, ~~except that~~ ONLY IF THE SUPERINTENDENT HAS BEEN
28 EMPLOYED BY THE SCHOOL DISTRICT AS A SUPERINTENDENT FOR AT LEAST THREE
29 CONSECUTIVE YEARS. If the superintendent's contract with the school
30 district is for multiple years pursuant to this ~~subsection~~ PARAGRAPH, the
31 school district shall not offer to extend or renegotiate the contract
32 ~~until no~~ earlier than fifteen months before ~~the expiration of~~ the contract
33 EXPIRES.

34 C. The term of employment of principals may be for any period not
35 exceeding three years, except that if the principal's contract with the
36 school district is for multiple years the school district shall not offer
37 to extend or negotiate the contract until May of the year preceding the
38 final year of the contract.

39 D. The school district governing board or the CHARTER SCHOOL
40 governing body ~~of the charter school~~ shall communicate the
41 superintendent's or principal's duties with respect to the classroom site
42 fund established by section 15-977.

43 ~~C.~~ E. The governing board shall establish systems for the
44 evaluation of the performance of principals and other school
45 administrators and certificated school psychologists in the school

1 district. In ~~the development~~ DEVELOPING and ~~adoption of~~ ADOPTING these
2 performance evaluation systems, the governing board shall avail itself of
3 the advice of its administrators and certificated school psychologists.
4 Each evaluation shall include recommendations as to areas of improvement
5 in the performance of the certificated school psychologist if the
6 performance of the certificated school psychologist warrants improvement.
7 After transmittal of an assessment, a governing board designee shall
8 confer with the certificated school psychologist to make specific
9 recommendations as to areas of improvement in the certificated school
10 psychologist's performance. The governing board designee shall provide
11 assistance and opportunities for the certificated school psychologist to
12 improve performance and shall follow up with the certificated school
13 psychologist after a reasonable period of time for the purpose of
14 ascertaining that the certificated school psychologist is demonstrating
15 adequate performance. The evaluation process for certificated school
16 psychologists shall include appeal procedures for certificated school
17 psychologists who disagree with the evaluation of their performance, if
18 the evaluation is for use as criteria for establishing compensation or
19 dismissal.

20 ~~D.~~ F. On or before May 15 each year, the governing board shall
21 offer a contract for the next school year to each certified administrator
22 and certificated school psychologist who is in the last year of the
23 person's contract unless, on or before April 15, the governing board, a
24 member of the board acting on behalf of the governing board or the
25 superintendent of the school district gives notice to the administrator or
26 certificated school psychologist of the governing board's intention not to
27 offer a new contract. If the governing board has called for an override
28 election for the third Tuesday in May as provided in section 15-481, the
29 governing board shall offer a contract for the next school year to each
30 certified administrator or certificated school psychologist who is in the
31 last year of the person's contract on or before June 15 unless, ~~no~~ NOT
32 later than five days after the override election excluding Saturday,
33 Sunday and legal holidays, the governing board, a member of the governing
34 board acting on behalf of the governing board or the superintendent of the
35 school district gives notice to the administrator or the certificated
36 school psychologist of the governing board's intention not to offer a new
37 contract. The administrator's or the certificated school psychologist's
38 acceptance of the contract shall be indicated within thirty days after the
39 date of the written contract or the offer is revoked. The administrator
40 or certificated school psychologist accepts the contract by signing the
41 contract and returning it to the governing board or by making a written
42 instrument that accepts the terms of the contract and delivering the
43 written instrument to the governing board.

44 ~~E.~~ G. Notice of the governing board's intention not to reemploy
45 the administrator or certificated school psychologist shall be made by

1 delivering the notice personally to the administrator or the certificated
2 school psychologist or by sending the notice by certified mail, postmarked
3 on or before the applicable deadline prescribed in subsection ~~F~~ F of this
4 section, and directed to the administrator or the certificated school
5 psychologist at the person's place of residence as recorded in the school
6 district records.

7 ~~F~~ H. The governing board shall make available the evaluation and
8 performance classification of each principal in the school district to
9 school districts and charter schools that are inquiring about the
10 performance of the principal for hiring purposes.

11 Sec. 2. Existing contracts; applicability

12 Section 15-503, Arizona Revised Statutes, as amended by this act,
13 applies to contracts that are executed or renewed after the effective date
14 of this act.