

REFERENCE TITLE: charter schools; employment contracts; publication

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

HB 4078

Introduced by
Representatives Gutierrez: Garcia, Simacek

AN ACT

AMENDING TITLE 15, CHAPTER 1, ARTICLE 8, ARIZONA REVISED STATUTES, BY
ADDING SECTION 15-187.02; RELATING TO CHARTER SCHOOLS.

(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 1, article 8, Arizona Revised
3 Statutes, is amended by adding section 15-187.02, to read:

4 15-187.02. Charter schools; administrators; employment
5 contracts; posting requirements; searchable
6 database; annual report

7 A. EACH CHARTER SCHOOL GOVERNING BODY SHALL SUBMIT TO THE STATE
8 BOARD FOR CHARTER SCHOOLS BOTH OF THE FOLLOWING:

9 1. EITHER:

10 (a) A COPY OF THE EMPLOYMENT CONTRACT, INCLUDING ANY EXTENSION OR
11 AMENDMENT TO THE CONTRACT, FOR EACH INDIVIDUAL WHO HAS BEEN EMPLOYED BY
12 THE CHARTER SCHOOL DURING THE PRECEDING FIVE SCHOOL YEARS AS THE CHIEF
13 FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL ADMINISTRATOR.

14 (b) AN ATTESTATION STATING THAT THE CHARTER SCHOOL HAS NOT EMPLOYED
15 A CHIEF FINANCIAL OFFICER OR SCHOOL ADMINISTRATOR DURING THE PRECEDING
16 FIVE SCHOOL YEARS.

17 2. EITHER:

18 (a) A COPY OF THE EMPLOYMENT CONTRACT, INCLUDING ANY EXTENSION OR
19 AMENDMENT TO THE CONTRACT, FOR EACH INDIVIDUAL WHO IS CURRENTLY EMPLOYED
20 AS THE CHIEF FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL ADMINISTRATOR
21 NOT LATER THAN THIRTY DAYS AFTER THE DATE ON WHICH THE CHARTER SCHOOL
22 ENTERED INTO THE CONTRACT OR APPROVED THE EXTENSION OR AMENDMENT TO THE
23 CONTRACT.

24 (b) AN AFFIDAVIT STATING THAT THE EMPLOYMENT CONTRACT OF THE CHIEF
25 FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL ADMINISTRATOR, AS
26 APPLICABLE, IS THE SAME AS THE EMPLOYMENT CONTRACT THAT THE CHARTER SCHOOL
27 SUBMITTED FOR THE IMMEDIATELY PRECEDING YEAR. AN AFFIDAVIT SUBMITTED
28 PURSUANT TO THIS SUBDIVISION MUST BE SUBMITTED NOT LATER THAN THIRTY DAYS
29 AFTER THE ANNIVERSARY OF THE DATE ON WHICH THE CHARTER SCHOOL ENTERED INTO
30 THE CONTRACT.

31 B. THE STATE BOARD FOR CHARTER SCHOOLS SHALL:

32 1. POST ALL CONTRACTS THAT ARE SUBMITTED PURSUANT TO SUBSECTION A
33 OF THIS SECTION ON THE STATE BOARD'S WEBSITE. THE STATE BOARD MAY NOT
34 REMOVE A CONTRACT THAT IS POSTED PURSUANT TO THIS SUBSECTION UNTIL AT
35 LEAST FIVE YEARS AFTER THE DATE ON WHICH THE EMPLOYMENT OF THE CHIEF
36 FINANCIAL OFFICER OR SCHOOL ADMINISTRATOR IS TERMINATED. THE STATE BOARD
37 MAY REDACT PERSONALLY IDENTIFIABLE INFORMATION THAT IS EXEMPT FROM PUBLIC
38 DISCLOSURE AS A MATTER OF LAW BEFORE POSTING AN EMPLOYMENT CONTRACT ON THE
39 STATE BOARD'S WEBSITE.

40 2. CREATE A SEARCHABLE ONLINE DATABASE THAT IS POSTED ON THE STATE
41 BOARD'S WEBSITE AND THAT CONTAINS, AT A MINIMUM, THE FOLLOWING INFORMATION
42 FROM EACH CONTRACT THAT IS SUBMITTED PURSUANT TO SUBSECTION A OF THIS
43 SECTION:

- 1 (a) THE CHARTER SCHOOL'S NAME.
- 2 (b) THE BASE SALARY FOR THE CHIEF FINANCIAL OFFICER OR THE
3 HIGHEST-RANKING SCHOOL ADMINISTRATOR WHO IS EMPLOYED BY THE CHARTER
4 SCHOOL.
- 5 (c) THE TOTAL AMOUNT OF PERFORMANCE BASED PAY THAT THE CHARTER
6 SCHOOL GOVERNING BODY AWARDS TO THE CHIEF FINANCIAL OFFICER OR THE
7 HIGHEST-RANKING SCHOOL ADMINISTRATOR.
- 8 (d) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR RETIREMENT
9 BENEFITS FOR THE CHIEF FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL
10 ADMINISTRATOR.
- 11 (e) THE TOTAL AMOUNT OF STIPENDS PAID TO THE CHIEF FINANCIAL
12 OFFICER OR THE HIGHEST-RANKING SCHOOL ADMINISTRATOR, DISAGGREGATED BY THE
13 PURPOSE OR TYPE OF STIPEND.
- 14 (f) THE TOTAL HOURS OF PERSONAL LEAVE AND PAID TIME OFF THAT ARE
15 AWARDED TO THE CHIEF FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL
16 ADMINISTRATOR.
- 17 (g) WHETHER THE CHIEF FINANCIAL OFFICER OR THE HIGHEST-RANKING
18 SCHOOL ADMINISTRATOR IS ENTITLED TO PAYMENT FOR UNUSED PERSONAL LEAVE AND
19 PAID TIME OFF.
- 20 (h) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR HEALTH INSURANCE
21 PREMIUMS FOR THE SPOUSE AND DEPENDENTS OF THE CHIEF FINANCIAL OFFICER OR
22 THE HIGHEST-RANKING SCHOOL ADMINISTRATOR.
- 23 (i) THE TOTAL AMOUNT OF EMPLOYER CONTRIBUTIONS FOR LIFE INSURANCE
24 FOR THE CHIEF FINANCIAL OFFICER OR THE HIGHEST-RANKING SCHOOL
25 ADMINISTRATOR.
- 26 C. EACH CHARTER SCHOOL GOVERNING BODY SHALL POST ON THE CHARTER
27 SCHOOL'S WEBSITE A COPY OF EACH CONTRACT AND ATTESTATION THAT THE
28 GOVERNING BODY SUBMITS TO THE STATE BOARD PURSUANT TO SUBSECTION A OF THIS
29 SECTION. A CHARTER SCHOOL MAY NOT REMOVE A CONTRACT THAT IS POSTED
30 PURSUANT TO THIS SUBSECTION UNTIL AT LEAST FIVE YEARS AFTER THE DATE ON
31 WHICH THE EMPLOYMENT OF THE CHIEF FINANCIAL OFFICER OR SCHOOL
32 ADMINISTRATOR IS TERMINATED. A CHARTER SCHOOL MAY REDACT PERSONALLY
33 IDENTIFIABLE INFORMATION THAT IS EXEMPT FROM PUBLIC DISCLOSURE AS A MATTER
34 OF LAW BEFORE POSTING AN EMPLOYMENT CONTRACT ON THE CHARTER SCHOOL'S
35 WEBSITE.
- 36 D. ON OR BEFORE DECEMBER 1 OF EACH YEAR, THE STATE BOARD FOR
37 CHARTER SCHOOLS SHALL COMPILE A REPORT THAT INCLUDES ALL OF THE FOLLOWING
38 INFORMATION FOR EACH CHARTER SCHOOL IN THIS STATE AND SHALL POST THE
39 REPORT ON THE STATE BOARD'S WEBSITE:
 - 40 1. THE BASE SALARY OF THE CHIEF FINANCIAL OFFICER OR THE
41 HIGHEST-RANKING SCHOOL ADMINISTRATOR.

1 2. A LIST OF ALL EMPLOYEE BENEFITS THAT THE CHIEF FINANCIAL OFFICER
2 OR HIGHEST-RANKING SCHOOL ADMINISTRATOR MAY RECEIVE PURSUANT TO THE
3 INDIVIDUAL'S EMPLOYMENT CONTRACT, INCLUDING, IF APPLICABLE, THE MONETARY
4 VALUE OF EACH BENEFIT.

5 3. IF THE CHIEF FINANCIAL OFFICER OR HIGHEST-RANKING SCHOOL
6 ADMINISTRATOR HAS A CAR ALLOWANCE UNDER THE INDIVIDUAL'S EMPLOYMENT
7 CONTRACT, THE AMOUNT OF THE ALLOWANCE.