A REPORT
TO THE
ARIZONA LEGISLATURE

Division of School Audits

Special Study

Arizona Public School Districts' Dollars Spent in the Classroom Fiscal Year 2007

FEBRUARY • 2008

STATE OF ARIZONA
OFFICE OF THE
AUDITOR GENERAL

Debra K. Davenport
Auditor General

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STATE OF ARIZONA
OFFICE OF THE
AUDITOR GENERAL

DEBRA K. DAVENPORT, CPA
AUDITOR GENERAL

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February 28, 2008

Members of the Arizona Legislature

The Honorable Janet Napolitano, Governor

I am pleased to present our report, *Arizona Public School Districts' Dollars Spent in the Classroom, Fiscal Year 2007*. We prepared this report in response to the Arizona Revised Statutes §41-1279.03 requirement to determine the percentage of every dollar Arizona school districts spend in the classroom. This report also describes how districts used Classroom Site Fund monies resulting from Proposition 301. To provide a quick summary for your convenience, I am also including a copy of the Report Highlights.

In fiscal year 2007, Arizona's state-wide percentage of dollars spent in the classroom was 57.9 percent, which continues a 3-year downward trend and keeps Arizona's percentage more than 3 percentage points behind the national average of 61.2 percent reported by the National Center for Education Statistics. Arizona's classroom dollar percentage could have been higher. If districts had continued spending their resources as they did in fiscal year 2001, the additional Proposition 301 and Indian Gaming monies could have raised the State's classroom dollar percentage to 59.7 percent. However, Arizona school districts' spending patterns over the past few years indicate that districts are probably using Proposition 301 monies to supplant other district monies, and therefore the gap between Arizona districts' "actual" and "potential" classroom dollar percentages continues to grow.

State-wide, Arizona school districts continue to spend a higher percentage of their dollars on plant costs, food services, and student support services than the national average, and a lower percentage on administrative costs. For individual districts, the primary factor associated with higher classroom dollar percentages continues to be larger student populations. Conversely, higher plant, administrative, student support, and transportation costs were the most significant factors associated with lower classroom dollar percentages. Within Arizona, higher per-pupil spending does not equate to higher classroom dollar percentages. In fact, districts that spend the most per pupil have lower classroom dollar percentages, on average.

Districts continued to use Proposition 301 monies almost solely for instructional staff salaries and benefits. Based on district-reported data, 11 percent of teacher salary amounts, on average, were attributable to Proposition 301 monies.

My staff and I will be pleased to discuss or clarify items in the report.

This report will be released to the public on February 29, 2008.

Sincerely,

Debbie Davenport
Auditor General

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SUMMARY

The Office of the Auditor General has conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom during fiscal year 2007. In addition, this report summarizes how districts reported spending their Classroom Site Fund monies resulting from Proposition 301, the education sales tax approved by voters in November 2000. This analysis was conducted pursuant to Arizona Revised Statutes (A.R.S.) §41-1279.03, which requires the Auditor General to monitor the percentage of each dollar spent in the classroom and conduct performance audits of school districts. This is the seventh year the Office of the Auditor General has conducted this analysis.

The definition of classroom dollars used in this report is the same definition developed by the U.S. Department of Education's National Center for Education Statistics (NCES) for "instruction." This definition, as described in Table 1 (see page 2), includes current expenditures for classroom personnel, instructional supplies, instructional aids, certain tuition payments, field trips, athletics, and co-curricular activities. This definition has been applied by NCES for a number of years and provides a basis for comparing Arizona's results with other states, the national average, and Arizona's past performance.

Dollars in the classroom (see pages 7 through 23)

In fiscal year 2007, Arizona's state-wide percentage of dollars spent in the classroom was 57.9 percent, which continues a 3-year downward trend. Despite the infusion over the past 6 years of significant state-provided resources largely directed to the classroom, Arizona's classroom dollar percentage continues to lag more than 3 percentage points behind the national average of 61.2 percent.

Arizona school districts' spending patterns over the past few years indicate districts are likely using Proposition 301 monies to supplant other district monies. As a result, new monies have not increased Arizona's classroom dollar percentage and the percentage is lower than it could have been. If districts had not shifted spending patterns, the additional Proposition 301 and Indian gaming monies would have

raised the state-wide average to 59.7 percent. However, most districts now spend proportionately less of their other monies in the classroom than they did before Proposition 301.

Excluding certain special-purpose districts, classroom dollar percentages for individual districts ranged from 22.8 to 78.8 percent, and over half of the districts analyzed spent a smaller percentage of dollars in the classroom in 2007 than they did in 2006. The ten largest school districts in the State, each with more than 20,000 students, accounted for 40 percent of Arizona school districts' total current spending, and therefore, significantly impacted the State's classroom dollar percentage. Between fiscal years 2006 and 2007, this group's classroom dollar percentage decreased by 0.4 percentage point, identical to the state-wide decrease.

Compared to national averages, Arizona school districts, on a state-wide basis, continue to allocate a lower percentage of their dollars to administration costs, but higher percentages of their dollars to plant costs, student support services, and food service. Energy and other supply costs account for more than half of the difference between the national and Arizona plant cost percentages. Similarly, student support service salaries account for more than half the difference in that category of spending. The higher salary costs appear related to each full-time equivalent employee serving, on average, fewer students than the national average. Higher food service expenditures may relate to Arizona's having a higher-than-average eligibility for the National School Lunch Program. In Arizona, a higher proportion of free- and reduced-price-eligible students eat meals at school, which results in more meals being produced and higher food service costs.

Within Arizona, the primary factor associated in districts with higher classroom dollar percentages continues to be larger student populations. Larger populations provide districts with more money, allowing them to meet their necessary fixed costs and leaving more money to devote to the classroom. Conversely, higher plant operation and maintenance, administration, student support services, and transportation costs were the most significant factors associated in districts with lower classroom dollar percentages.

Further, within Arizona, higher per-pupil spending does not equate to higher classroom dollar percentages. Although these districts have more resources available to spend per pupil, on average, they put a smaller proportion of each dollar in the classroom. As a result, districts with the highest per-pupil spending, on average, have lower classroom dollar percentages.

Districts' uses of Proposition 301 monies (see pages 25 through 32)

Districts spent more than $351 million from their Classroom Site Funds during fiscal year 2007, and they continued to use these monies primarily to increase the salaries of certified teachers and other employees they have defined as eligible, such as librarians, counselors, and speech pathologists. These eligible employees received amounts ranging from $924 to $8,203. Districts continued to address various performance goals through their Proposition 301 performance pay plans. However, only 47 districts' plans addressed all or most of the performance measurement elements specified in statute. In addition, districts reported spending Proposition 301 menu monies primarily on teacher compensation, followed by class size reduction, teacher development, and AIMS intervention.

Since Proposition 301's inception, the state-wide average teacher salary has increased by $6,657, with most of this increase occurring in fiscal year 2006 when the average teacher salary increased by over $3,800. However, in fiscal year 2007, the average state-wide teacher salary increased by only $866. This amount could have been higher, but as noted in Chapter 1 of this report, districts are likely using Proposition 301 monies to supplant other district monies, although statute prohibits this practice. Further, school district performance audits conducted during fiscal year 2007 identified two districts that used Proposition 301 monies to supplant other district monies.

Despite supplanting issues, districts spent Proposition 301 monies primarily for allowable purposes. A.R.S. §15-977 requires menu monies directed toward class size reduction, AIMS intervention, and dropout prevention to be spent only on instruction. In prior fiscal years, some districts have spent menu monies for expenditures not allowed by law, such as expenditures for security personnel for dropout prevention programs and transportation to AIMS intervention activities. However, in fiscal year 2007, auditors did not identify any misuses of Proposition 301 menu monies.

Appendix (see pages a-1 through a-227)

The Appendix provides alphabetically organized one-page information sheets on individual school districts. Each page summarizes the district's classroom and nonclassroom spending, its reported Proposition 301 program results, and other descriptive and comparative data.

TABLE OF CONTENTS

Introduction & Background 1

Chapter 1: Dollars in the classroom 7

Arizona's classroom dollar percentage has declined 3 straight years and remains lower than the national average 7

Most districts' classroom dollar percentages declined in 2007, but the state average was most affected by declines in very large districts 8

Apparent supplanting by school districts has negatively impacted Arizona's classroom dollar percentage 9

Arizona trails national average because of spending for plant operation, food service, and student support 12

Factors associated with higher or lower classroom spending among Arizona districts 14

Higher per-pupil spending does not equate to higher classroom dollar percentages 17

Individual district percentages 20

Chapter 2: Districts' uses of Proposition 301 monies 25

Background 25

Districts continue to spend more than 90 percent of Proposition 301 monies for teacher pay 27

Individual district results 32

Appendix a-1

continued

TABLE OF CONTENTS

Tables:

1 Classroom Dollars Definition 2

2 Districts Excluded from Analysis as Noted
Fiscal Year 2007 5

3 Total Current Expenditures, Certain Revenues, and
Classroom Dollars Percentages
Fiscal Years 2001 through 2007
In Millions
(Unaudited) 10

4 Comparison of Arizona Districts' Spending
To National Average, by Functional Area
Fiscal Years 2005 and 2007 12

5 Average Classroom Dollar Percentages
of Districts Grouped by Size
Fiscal Year 2007 15

6 Districts Grouped by Size (Average Daily Membership)
and Ranked by Percentage of Dollars Spent in the Classroom
Fiscal Year 2007 21

7 Proposition 301 Distributions in Statutory Priority Order
Fiscal Years 2006 and 2007
(Unaudited) 26

8 Proposition 301 Expenditures by Function
Fiscal Year 2007
(Unaudited) 28

9 Number of Districts Paying Increases
By Position and Fund
Fiscal Year 2007 30

10 Number of Districts with Performance Pay Goals by Category
Fiscal Year 2007 30

11 Individual District Page Source Information a-1

continued

TABLE OF CONTENTS

Figures:

1 Current Expenditures by Functional Area
Fiscal Year 2007 8

2 Percentage of State-wide District Spending by Size Groups
(With Number of Districts within each Group shown)
Fiscal Year 2007 9

3 Total Current Instructional Expenditures
Fiscal Years 2002 and 2007 11

4 Arizona Actual and Potential Classroom Dollar Percentages
Fiscal Years 2002 through 2007 11

5 Instruction and Noninstruction Per-Pupil Spending by
Lowest- and Highest-Spending Districts and State Average,
With Average Classroom Dollar Percentages
Fiscal Year 2007 18

6 Map of Arizona Counties a-4

• concluded

INTRODUCTION & BACKGROUND

The Office of the Auditor General has, for the seventh consecutive year, conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom. This analysis was conducted pursuant to Arizona Revised Statutes §41-1279.03, which requires the Auditor General to monitor the percentage of each dollar spent in the classroom and conduct performance audits of Arizona's school districts.

This report also summarizes how school districts have reported using their Proposition 301 funding. In November 2000, voters approved Proposition 301. This proposition raised the state sales tax by six-tenths of 1 percent for 20 years to fund educational programs. A portion of the monies raised through this additional tax are distributed to districts through a centralized state fund called the Classroom Site Fund, and the monies spent are referred to as 'Classroom Site Fund expenditures'. School districts may use this funding only for specified purposes, primarily increasing teacher pay.

Classroom dollars: definition and benchmarks

The definition of classroom dollars used in this report is based on the definition developed by the U.S. Department of Education's National Center for Education Statistics (NCES) for "instruction." This definition is described in Table 1 (see page 2) and includes current expenditures for classroom personnel, instructional supplies, instructional aids, certain tuition payments, field trips, athletics, and co-curricular activities. NCES has collected school district revenue and expenditure data from all states and published comparative statistics about dollars spent on instruction for more than a decade. Because this definition has been applied across the country for a number of years, it provides a basis for comparing Arizona's results with other states, with the national average, and with Arizona's past performance.

NCES compiles its analysis using expenditure data provided by all states, including Arizona. This information is currently available only through fiscal year 2005. Unless otherwise noted, the expenditure data for Arizona in this report is based on auditor compilations using districts' Annual Financial Reports and accounting data, which is available through fiscal year 2007.

Table 1: Classroom Dollars Definition

How is a district's "Classroom Dollars" percentage determined?

The amount a district spends for classroom purposes is compared to the total amount a district spends for its day-to-day operations, or total current expenditures. A district's total current expenditures includes both classroom and nonclassroom expenses as described below.

Classroom Dollars

Classroom personnel—Teachers, teachers' aides, substitute teachers, graders, and guest lecturers

General instructional supplies—Paper, pencils, crayons, etc.

Instructional aids—Textbooks, workbooks, software, films, etc.

Activities—Field trips, athletics, and co-curricular activities such as choir and band

Tuition—Paid to out-of-state and private institutions

Nonclassroom Dollars

Administration—Superintendents, principals, business managers, clerical, and other staff who perform accounting, payroll, purchasing, warehousing, printing, human resource activities, and information technology services

Plant operation and maintenance—Heating and cooling, equipment repair, groundskeeping, and security

Food service—Costs of preparing and serving meals and snacks

Transportation—Costs of transporting students to and from school and school activities

Instructional staff support services—Librarians, teacher training, and curriculum development

Student support services—Counselors, audiologists, speech pathologists, and nurses

Are any expenditures excluded from the calculation?

Yes, the calculation excludes monies spent for debt repayment; capital outlay, such as purchasing land, buildings, and equipment; and programs outside the scope of K-12 education, such as adult education and community services.

Source: Auditor General staff analysis of the National Center for Education Statistics' *National Public Education Financial Survey Instruction Booklet*.

Scope and methodology

To analyze the most current expenditure and budget data available for Arizona's districts, auditors obtained fiscal year 2007 district Annual Financial Reports (AFRs) and budgets from the Arizona Department of Education. In addition, all of the State's 239 school districts provided auditors with fiscal year 2007 summary accounting data, and 223 school districts submitted summaries of their Classroom Site Fund expenditures and program results. This report presents analyses of available data; therefore, the information used to prepare this report was not subjected to all the tests and confirmations that would be performed during an audit. However, the information in this report was subject to certain quality control procedures to ensure its reasonableness. For example, instead of auditing the AFRs, budgets, and summary accounting data to the underlying district records, auditors performed analytical procedures using the financial data and Classroom Site Fund narratives of program results and interviewed school district officials about significant anomalies or variances. Auditors corrected any data errors identified during this analysis prior to calculating classroom dollar percentages and analyzing Classroom Site Fund expenditures.

Other information related to the analysis was obtained from the Arizona Department of Education, such as school district staffing levels and average daily membership counts. In addition, auditors obtained state-level data, including staffing, enrollment, and financial data, from NCES and poverty rates from the U.S. Census Bureau. These other types of data were also compared against published reports for reasonableness and accuracy, but the various source records were not audited.

Using Arizona districts' data, auditors analyzed both individual and grouped districts' classroom dollar percentages and characteristics, such as district size. After using statistical and correlation analyses to identify factors that were significantly associated with individual district percentages, auditors analyzed these factors for their relationship to grouped district percentages. In addition, auditors examined the individual districts' classroom dollar percentages with and without the addition of Classroom Site Fund expenditures to determine the effect of Proposition 301.

Auditors made certain adjustments to the Arizona district-level data that affected the average daily membership (ADM) counts for districts that did not offer free all-day kindergarten. This adjustment, which was needed to improve ADM comparability between districts, was made at the school level based on district responses to a survey. Auditors also made certain adjustments that affected the classroom dollar results reported for the State's ten joint technological education districts. These districts typically pass through more than 50 percent of their available funding to their member school districts. Thus, to avoid the same expenditures being counted for both the joint technological education districts and their member districts, classroom dollar percentages were calculated using only direct expenditures.

When calculating the State's classroom dollar percentage, auditors included all of the State's 239 districts. However, when analyzing factors affecting classroom dollar percentages and the use of Proposition 301 monies, auditors excluded some districts. The analysis of the percentage of dollars spent in the classroom for Arizona districts was based on 154 districts, and the analysis of Proposition 301 information was based on 223 districts. The specific exclusions and reasons for exclusions include:

- When calculating individual district classroom dollar percentages, transporting districts were excluded. These districts transport all their students to other districts and, therefore, do not have classroom expenditures. These districts are listed in Table 2 on page 5.

- When analyzing factors that affect the percentages, accommodation districts and joint technological education districts were also excluded. These two district types are unique in operation and few in number, and would, thereby, distort the analysis of factors generally affecting other district types. These districts are listed separately in Table 6 on page 23.

- The 54 smallest districts, those with fewer than 200 students, were also excluded from auditor analysis of factors affecting the percentages. These districts' operations and spending patterns are highly variable and do not contribute to identifying state-wide trends and norms. These districts are listed in Table 6 on pages 22 and 23 as "Very Small."

- Only 223 districts received Proposition 301 monies for fiscal year 2007. The 16 districts not receiving fiscal year 2007 Proposition 301 monies included the 10 transporting districts and 6 of the 10 joint technological education districts. These districts are listed in Table 2 on page 5.

The Auditor General and her staff express their appreciation to the Superintendent of Public Instruction, the staff of the Arizona Department of Education, and the staffs of the Arizona public school districts for their cooperation and assistance during this study.

Table 2: Districts Excluded from Analysis as Noted
Fiscal Year 2007

Districts by Type	Excluded from Analysis of	
	State-wide Classroom Dollar Factors	Proposition 301
Accommodation Districts (11)	●	
Listed on page 23		
Joint Technological Education Districts (10)		
Central Arizona Valley Institute of Technology	●	
Cobre Valley Institute of Technology	●	●
Cochise Technology District	●	●
Coconino Association for Vocation, Industry, and Technology	●	●
East Valley Institute of Technology	●	
Gila Institute for Technology	●	
Northeast Arizona Technological Institute of Vocational Education	●	●
Northern Arizona Vocational Institute of Technology	●	
Valley Academy for Career and Technology Education	●	●
Western Maricopa Education Center	●	●
Very Small Districts (54)	●	
Listed on pages 22 and 23		
Transporting Districts (10)		
Champie Elementary	●	●
Chevelon Butte Elementary	●	●
Eagle Elementary	●	●
Empire Elementary	●	●
Forrest Elementary	●	●
Klondyke Elementary	●	●
Redington Elementary	●	●
Rucker Elementary	●	●
Walnut Grove Elementary	●	●
Williamson Valley Elementary	●	●

Source: Auditor General staff analysis of fiscal year 2007 summary accounting data provided by individual school districts, School District Annual Financial Reports, school district type, and Proposition 301 revenue distribution data provided by the Arizona Department of Education.

CHAPTER 1

Dollars in the classroom

In fiscal year 2007, Arizona's state-wide percentage of dollars spent in the classroom decreased for the third consecutive year to 57.9 percent and remains more than 3 percentage points below the national average. More than half of the school districts' classroom dollar percentages declined in 2007, but the biggest impact on the state average came from declines in the very large districts. With the infusion over the past several years of significant state-provided resources largely directed to the classroom, the State's classroom dollar percentage could have been higher, but districts appear to be using these monies to supplant other monies, a violation of A.R.S. §15-977(A).

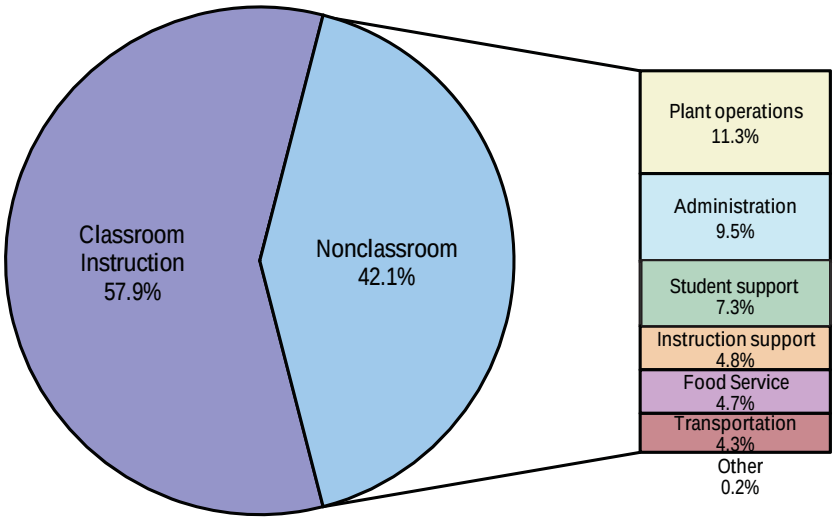
Compared to national averages, Arizona school districts spent a greater percentage of their resources for student support services, plant operations, and food services, and spent a lower percentage for administration. Within Arizona, larger district size is associated with higher classroom dollar percentages, while higher plant operations, administration, transportation, and student support costs are the costs most closely associated with lower classroom dollar percentages. Higher overall per-pupil spending does not equate to higher classroom dollar percentages in Arizona districts.

Arizona's classroom dollar percentage has declined 3 straight years and remains lower than the national average

As shown in Figure 1 (see page 8), in fiscal year 2007, Arizona school districts cumulatively spent 57.9 cents of each dollar in their classrooms, which is 0.4 percentage points lower than the prior year and continues a 3-year downward trend. Districts spent slightly higher percentages on plant operations, administration, student support services, and student transportation than in fiscal year 2006.

Based on data available from the U.S. Department of Education's National Center for Education Statistics (NCES), the most recent national average for spending on instruction is 61.2 percent. Further, the national average has remained between 61 and 62 percent for more than 10 years.

Figure 1: Current Expenditures by Functional Area
Fiscal Year 2007



Source: Auditor General staff analysis of fiscal year 2007 summary accounting data provided by individual school districts.

Most districts' classroom dollar percentages declined in 2007, but the state average was most affected by declines in very large districts

During fiscal year 2007, as the lower state-wide average reflects, more than half of Arizona school districts spent a smaller percentage in the classroom than they did the previous year. Most declining percentage districts were small districts, which are more affected by expenditure shifts. The state-wide classroom dollar percentage, however, is more significantly affected by ten very large districts as their expenditures account for 40 percent of Arizona's school districts' total current spending.

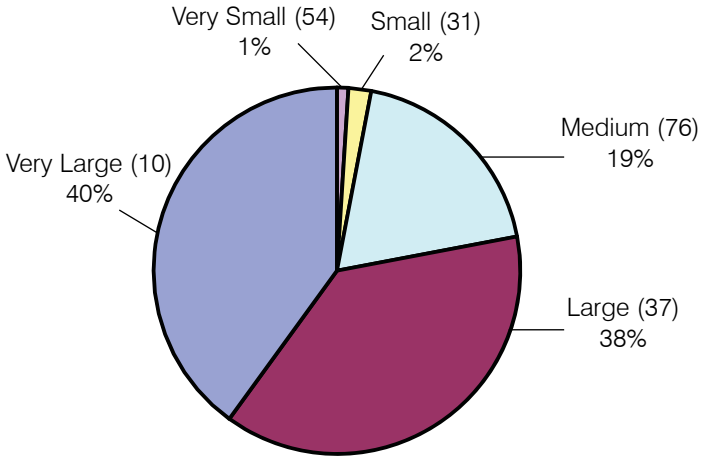
Over half of the districts analyzed spent a smaller percentage of dollars in the classroom—Although many districts continued to spend a similar percentage of dollars in the classroom as they did the previous fiscal year,

91 districts (59 percent of those analyzed) had lower classroom dollar percentages in fiscal year 2007. Districts with declining classroom dollar percentages typically increased their administrative costs and student support services, while districts increasing their classroom dollar percentages typically spent a smaller proportion on administrative costs and plant costs. The districts that changed the most were, on average, much smaller than districts with more stable classroom dollar percentages. Relatively small changes in yearly expenditures and one-time costs can have a significant impact on smaller districts' classroom dollar percentages.

A very small district in Yuma County spent almost 11 percentage points less in the classroom primarily because of increased administrative costs related to a lawsuit.

Decreases in 7 very large districts significantly impact State's classroom dollar percentage—As shown in Figure 2 below, the ten very large districts—those with more than 20,000 students—account for 40 percent of Arizona school districts' total current expenditures. Therefore, changes in this group's classroom dollar percentage significantly impact the state-wide classroom dollar percentage. Seven of these districts experienced decreases in their classroom dollars percentages between fiscal years 2006 and 2007, ranging from 0.3 to 1.7 percentage points. As a group, the very large districts classroom dollar percentage average decreased by 0.4 percentage points, which is identical to the State's decrease .

Figure 2: Percentage of State-wide District Spending by Size Groups (With Number of Districts within each Group shown) Fiscal Year 2007



Source: Auditor General staff analysis of fiscal year 2007 summary accounting data provided by individual school districts.

Apparent supplanting by school districts has negatively impacted Arizona's classroom dollar percentage

Arizona school district spending patterns over the past several years indicate districts are likely using Proposition 301 monies to supplant other district monies, which is a violation of Arizona Revised Statutes §15-977(A). Supplanting means that districts have used the Proposition 301 monies to replace, rather than add to, monies being spent in the classroom. Districts do not appear to be using their non-classroom site fund monies to support instructional activities at the same level of effort they did prior to receiving Proposition 301 monies.

New monies have not increased Arizona's classroom spending percentage—Beginning in fiscal year 2002, Proposition 301 provided new monies for Arizona school districts. As described more specifically in Chapter 2, these monies are largely restricted to being used for classroom purposes, such as increasing teacher pay. In fiscal year 2001, before Proposition 301 monies were available, the state-wide classroom dollar percentage for Arizona districts was 57.7 percent. With the first infusion of $251 million of Proposition 301 monies in fiscal year 2002, state-wide classroom spending increased to 58.2 percent. As shown in Table 3 below, besides Proposition 301 monies, other resources largely directed toward classroom spending include Indian gaming revenues, which began in fiscal year 2004. However, after reaching a peak of 58.6 percent in fiscal years 2003 and 2004, the average classroom dollar percentage has dropped in each of the past 3 years. In fact, after a 6-year total increase of approximately $1.7 billion of Proposition 301 monies and increases in other funding such as Indian gaming revenues, shown yearly in Table 3 below, the state classroom dollar percentage has increased by only 0.2 of a percentage point and still lags more than 3 points behind the national average.

Table 3: Total Current Expenditures, Certain Revenues, and Classroom Dollars Percentages
Fiscal Years 2001 through 2007
In Millions
(Unaudited)

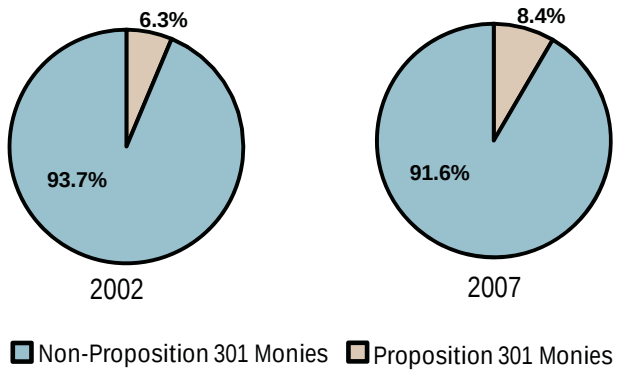
	2001	2002	2003	2004	2005	2006	2007
Total Current Expenditures	$3,921	$4,707	$5,073	$5,403	$5,762	$6,295	$6,775
Classroom Site Fund (Proposition 301 Monies)	$ 0	$ 251	$ 236	$ 232	$ 249	$ 341	$ 366
Instructional Improvement Fund (Indian gaming monies)	$ 0	$ 0	$ 0	$ 9	$ 18	$ 21	$ 26
Classroom Dollar percentage	57.7%	58.2%	58.6%	58.6%	58.4%	58.3%	57.9%

Source: Auditor General staff analysis of fiscal year 2007 School District Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and previous reports on *Arizona Public School Districts' Dollars Spent in the Classroom*, from fiscal years 2001 through 2005.

Proposition 301 monies supplanting other monies in the classroom—Analysis of school district financial data shows that Proposition 301 monies constitute a larger percentage of classroom spending now than they did 5 years ago. Figure 3 (see page 11) shows that Proposition 301 monies accounted for 6.3 percent of school districts' instructional expenditures in fiscal year 2002. By 2007, this percentage had grown over 2 percentage points to 8.4 percent.

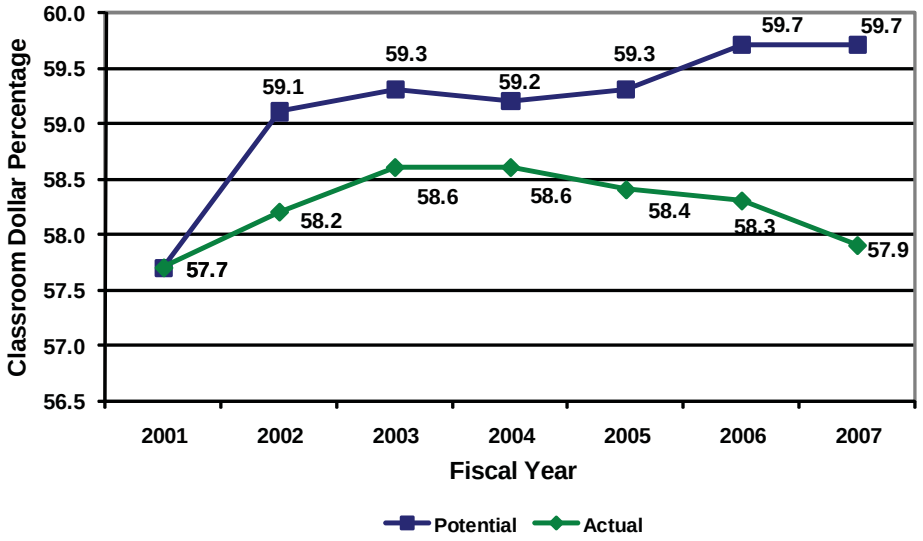
The shrinking percentage of non-Proposition 301 monies spent in the classroom means that the gap between Arizona districts' "actual" and "potential" classroom dollar percentages continues to grow. As shown in Figure 4 below, if districts had spent their fiscal year 2007 non-Proposition 301 monies in the same proportions as they did in fiscal year 2001, the additional Proposition 301 and Indian gaming revenues would have raised the state-wide average to 59.7 percent. However, because most districts have spent proportionately less of their other monies in the classroom since fiscal year 2004, the gap between the State's "potential" and "actual" classroom dollar percentages has widened. Specifically, for fiscal year 2007, Arizona school districts' total current expenditures increased by more than $479 million over the prior year, but less than $258 million, or only 53.7 percent, of these expenditures were used for classroom purposes.

Figure 3: Total Current Instructional Expenditures
Fiscal Years 2002 and 2007



Source: Auditor General staff analysis of fiscal year 2007 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts, and past Classroom Dollars reports.

Figure 4: Arizona Actual and Potential Classroom Dollar Percentages
Fiscal Years 2002 through 2007



Source: Auditor General staff analysis of fiscal year 2007 School District Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and previous reports on *Arizona Public School Districts' Dollars Spent in the Classroom*, fiscal years 2001 through 2006.

Had districts received less funding in recent years or had the State's average for teachers' years of experience decreased significantly, this widening gap might be less questionable. However, between 2001 and 2007, district current expenditures per student increased 30 percent, or 11.3 percent adjusted for inflation even without including expenditures of Proposition 301 monies, and the average for teachers' years of experience has remained relatively stable. Had districts continued to increase teachers' salaries with non-Proposition 301 monies since 2001 at the same rate they did prior to 2001, the fiscal year 2007 average teacher salary would have been more than $2,300 higher.[1]

Arizona trails national average because of spending for plant operation, food service, and student support

When analyzing why Arizona's classroom dollar percentage is below the national average, three expenditure areas stand out. As shown in Table 4 below, compared with the national average, Arizona districts spent a larger portion of their current dollars on student support services, plant operation and maintenance, and food service. However, on a positive note, Arizona districts spent much less on administration. The most recent national data from NCES used for the analysis is from fiscal year 2005.

Table 4: Comparison of Arizona Districts' Spending To National Average, by Functional Area Fiscal Years 2005 and 2007

		Arizona	
Functional Area	U.S. 2005	2005	2007
Classroom Dollars	61.2%	58.4%	57.9%
Plant Operation and Maintenance	9.6	11.4	11.3
Administration	11.0	9.5	9.5
Student Support Services	5.2	7.0	7.3
Instructional Support Services	4.8	4.6	4.8
Food Service	3.9	4.8	4.7
Transportation	4.1	4.1	4.3
Other Noninstructional Services	0.2	0.2	0.2

Source: Auditor General staff analysis of fiscal years 2005 and 2007 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts, and NCES "Revenues and Expenditures for Public Elementary and Secondary Education: School Year 2004-05," April 2007.

1 Auditors applied the average Arizona teacher-pay increase between fiscal years 1995 to 2001 as reported by the American Federation of Teachers to the average teachers' salary in fiscal year 2001—the year before Proposition 301 monies became available.

Student support services—Arizona school districts allocated a significantly larger percentage of their dollars to student support services than the national average. This category includes costs such as counselors and health-related services. Student support services accounted for 7.3 percent of Arizona school districts' fiscal year 2007 current expenditures, 2.1 percentage points higher than the national average. The proportion spent on student support service salaries accounted for more than half of this difference. According to the data collected as part of NCES' Schools and Staffing Surveys, Arizona averages 104 students for each full-time equivalent (FTE) student support service employee, while the national average is 160 students. The difference may reflect higher staffing levels to address Arizona's higher percentage of at-risk students. According to census data, on average, 18.9 percent of Arizona's school-age children live in poverty, which is 1.9 percentage points higher than the national average of 17 percent.

Plant operation and maintenance costs—Arizona school districts continued to allocate a significantly larger percentage of their dollars to plant operation and maintenance costs than the national average. Plant costs include expenditures for the care and upkeep of buildings, grounds, and equipment; utilities; and security. For fiscal year 2007, this category accounted for 11.3 percent of current expenditures in Arizona school districts, which is 1.7 percentage points higher than the national average.

Arizona's high plant cost percentage may be related to its higher-than-average percentage spent on supplies, which includes energy costs. Arizona's energy and other supply costs account for most of the difference between the national and state percentages.

Food service—Arizona school districts also spent a larger percentage of their dollars for food service costs than the national average. Food service includes expenditures for preparing, delivering, and serving regular and incidental meals and snacks in connection with school activities. For fiscal year 2007, Arizona school districts spent, on average, 4.7 percent on food service, while the national average was 3.9 percent.

Arizona's higher food service percentage may be related to its higher-than-average eligibility for the National School Lunch Program.[1] As noted in the Auditor General's 2005 special study, *Arizona's Participation in the National School Lunch Program*, a greater proportion of Arizona students who are eligible for free or reduced-price meals typically eat school lunches. Serving more meals per pupil would increase the proportion being spent on food service costs. In fact, the seven states with similarly high percentages of students eligible for free or reduced-price meals spent 5.7 percent, on average, for food service, which is higher than Arizona's average.

1 As reported in the Auditor General's 2005 special study, *Arizona's Participation in the National School Lunch Program*, Arizona's free or reduced-price eligibility rate of 52 percent ranked it among the top five states for eligibility.

Administrative costs—One area in which Arizona school districts, on a state-wide basis, spent a smaller percentage than the national average is administration. Administrative costs are those associated with a district's governing board, superintendent, and school principal offices, and its business and central support services. In fiscal year 2007, Arizona districts spent only 9.5 percent of their dollars on administration while the national average was 11 percent. The difference was attributable to lower expenditures in three areas—administrative salaries, administrative benefits, and purchased services. Each accounted for about one-third of the difference. The lower percentage spent on administration also may be due to Arizona administrators' serving more students. Arizona administrators serve 21 percent more students for each administrative full-time equivalent (FTE) employee than the national average. Arizona's proportion of administrative costs between district- and school-level was not significantly different than the national average.

Factors associated with higher or lower classroom spending among Arizona districts

When comparing school districts within Arizona, certain factors were associated with higher or lower classroom spending percentages. One factor, the number of students in a district, was positively related to dollars being spent in the classroom. That is, as district size increases, so does the classroom dollar percentage, on average. Conversely, cost factors identified in previous fiscal years continue to be associated with lower percentages. In fiscal year 2007, the factors with the strongest negative relationships are plant operation and maintenance, administration, student support services, and transportation costs. As these costs increase, the percentage of dollars spent in the classroom decreases, on average.

Larger district size associated with higher classroom dollar percentages—Generally, the more students a district has, the higher the percentage it spends in the classroom. As shown in Table 5 (see page 15) and as found in previous fiscal years' analyses, the classroom dollar percentage increases as the number of students in a district increases. In fact, as a group, only the ten very large districts have an average classroom dollar percentage above the State's average.

This increase in classroom dollar percentage may occur because larger districts can spread fixed noninstructional costs over more students, leaving additional dollars to spend in the classroom. For example, both large and small districts generally provide facilities such as gymnasiums for students. However, the large districts can spread the costs associated with operating these facilities over more students. In fact, small districts maintain about twice the square footage per student as large and very large districts, on average.

Table 5: Average Classroom Dollar Percentages of Districts Grouped by Size Fiscal Year 2007

District Size	Number of Districts	Number of Students	Average Classroom Dollar Percentage
Very Large	10	20,000 or more	60.4%
Large	37	5,000-19,999	57.5
Medium	76	600-4,999	54.9
Small	31	200-599	52.8
Very Small	54	Less than 200	53.0

Source: Auditor General staff analysis of fiscal year 2007 School District Annual Financial Reports and average daily membership information provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Plant costs higher at districts with higher elevations, older buildings, high school campuses, or more square footage per pupil—On average, districts with the highest per-pupil plant costs spent $1,646 per pupil, which was more than two and one-half times as much as the $639 spent by the lowest per-pupil plant cost group. Analysis of the districts in the highest and lowest per-pupil plant groups showed these two groups continue to differ in a number of characteristics. Compared to districts in the lowest per-pupil cost group, those in the highest-cost group are:

- Located at higher elevations with colder temperatures—The average elevation for high-cost districts was 4,121 feet, compared to the low-cost districts' average of 1,726 feet. The 61-degree average annual temperature for these high-cost districts was 9 degrees cooler than the low-cost districts' 70-degree average.

- Operating and maintaining older buildings—High-cost districts' buildings were more than 6 years (39 percent) older, on average. For this comparison, each building's age was weighted by its proportion of the district's total square footage.

- Serving more high school students—84 percent of the high-cost districts were high school or unified, whereas 55 percent of the low-cost districts were elementary. This is probably due to high schools' incurring costs for maintaining specialized facilities such as football fields, swimming pools, vocational classrooms, and science laboratories.

- Providing more building space per pupil—On average, high-cost districts provided about 2.4 times more square footage per pupil (278 square feet) as the low-cost districts (116 square feet). State requirements for square footage

per pupil, established in 1999, range from 80 to 125 square feet, depending on school size and grades served.

Administrative costs higher at districts with fewer students, higher staffing, and more district-level staffing—On average, the districts with the highest per-pupil administrative costs spent $1,661 per pupil, more than three times as much as the $553 spent by the lowest per-pupil administrative cost group. Compared to those in the lowest per-pupil cost group, districts in the highest-cost group are:

- Serving smaller student populations—65 percent of the high-cost districts are small, serving between 200 and 599 students, while none of the low-cost districts are small.

- Maintaining higher staffing levels—On average, high-cost districts served only 40 students per administrative position, while the low-cost districts served 75 students per administrative position.[1]

- Staffing more district-level positions—High-cost districts spent 67 percent of their administrative dollars at the district level and only 33 percent at the school level. In contrast, districts in the low-cost group spent 47 percent of their administrative dollars at the district level and 53 percent at the school level. School administration includes the principal's office and other school-level administrative services. District administration includes general administration, business support services, and central support services.

  In a sample controlled for differences in district size, the low- and high-cost groups staffed schools with a similar number of administrative staff. However, the high-cost group had over 40 percent more administrative staff in the district office as the low-cost group, on average.

Two medium-sized districts located in eastern Arizona towns staffed their schools with a similar number of administrative staff. However, the high-cost district employed 34 administrative staff in the district office, while the low-cost district employed only 25 district-level administrative positions.

Student support costs higher at districts with more at-risk students or high school students—On average, the districts with the highest per-pupil student support service costs spent $991 per pupil, which was more than three and a half times as much as the $270 spent by the lowest per-pupil student support cost group. As with the other noninstructional areas, the groups with the highest and lowest per-pupil student support costs also differed in certain characteristics. Compared to districts in the lowest per-pupil cost group, those in the highest-cost group are:

- Serving more at-risk students—According to 2007 Census Bureau estimates, 34 percent of students in the high-cost districts live in poverty, compared to 20 percent of those in the low-cost districts. On a per-pupil basis, high-cost districts also spent more than five times as much in federal and state grant money on student support services than low-cost districts did. These grants

[1] Administrative positions are based on a "full-time equivalent" calculation.

include programs such as Title I for the disadvantaged and IDEA for children with disabilities, which are, at least in part, earmarked for student support-type activities.

- **Employing more guidance counselors and social workers to meet at-risk student needs**—The high-cost districts have more than three times the number of guidance counselors and social workers who together on average served 518 students each, while the low-cost districts' guidance counselors and social workers served 1,164 students each.

- **Serving more high school students**—71 percent of the high-cost districts were high school or unified, while 45 percent of the low-cost districts were elementary. The cost difference would be partly due to high schools' having more counselors who provide career and teen-related guidance to high school students.

Transportation costs higher at districts that transport more of their students or transport them farther—On average, districts with the highest per-pupil transportation costs spent $798 per pupil, almost four and one-half times as much as the $180 spent by the lowest per-pupil transportation cost group. As with other noninstructional costs, the groups with the highest and lowest per-pupil transportation costs also differed in certain characteristics. Compared to those in the lowest per-pupil cost group, districts in the highest-cost group are:

- **Transporting a higher percentage of student population**—The high-cost districts transport, on average, 85 percent of their student population, compared to 31 percent for low-cost districts.

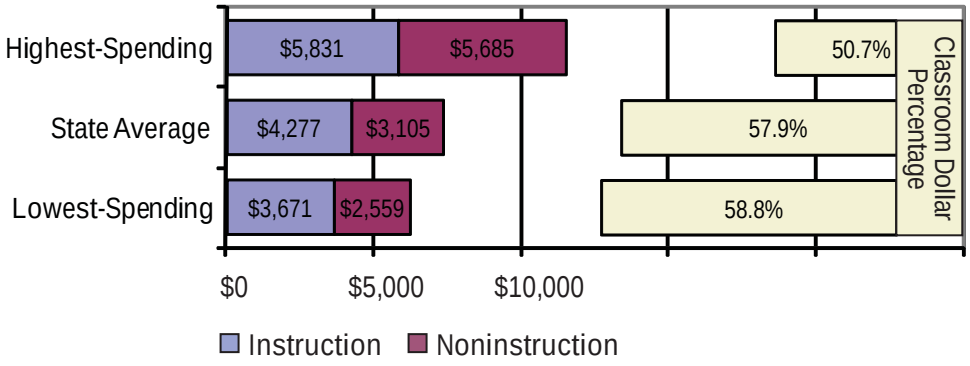
- **Transporting students farther**—On average, the high-cost districts transport each rider 449 miles per year, over two and one-half times farther than the low-cost districts, which averaged 169 miles per year.

Higher per-pupil spending does not equate to higher classroom dollar percentages

Districts that spend the most per pupil have lower classroom dollar percentages, on average. These districts continue to spend a greater percentage of their total resources for administration, transportation, student support services, and plant costs. Higher per-pupil spending may be related to lower classroom dollar percentages for several reasons, including costs that are outside the district's control, inefficient operation of noninstructional areas, and the availability of additional funding.

High-spending districts averaged a lower percentage of dollars in the classroom—As total current expenditures per pupil increase, the dollars per pupil spent in the classroom also increase, on average. However, the proportion of available resources being spent in the classroom decreases, on average. Figure 5 shows the average instruction and noninstruction per-pupil spending for the highest- and lowest-spending districts, compared to the state average. On average, the highest-spending districts spent $2,160 more per pupil on instruction than the lowest-spending districts and $1,554 more than the state average. However, on average, these highest-spending districts spent only 50.7 percent of available monies in the classroom compared to the 58.8 percent spent by the lowest-spending districts.

Figure 5: Instruction and Noninstruction Per-Pupil Spending by Lowest- and Highest-Spending Districts and State Average, With Average Classroom Dollar Percentages Fiscal Year 2007



Source: Auditor General staff analysis of fiscal year 2007 School District Annual Financial Reports and average daily membership information provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

High noninstructional spending may or may not be within district control—The negative relationship between total spending per pupil and classroom dollar percentages has several possible explanations. They include the following:

- District location and student population outside of district control—Highest-spending districts tend to be small, rural, and/or have declining student enrollment. About 58 percent of the highest-spending districts operate in rural locations, while only 16 percent of the lowest-spending districts are rural. One reason districts in rural areas may incur higher noninstructional costs is

because they tend to transport their riders longer distances, which is a factor associated with higher transportation costs. Also, 48 percent of the highest-spending districts are small, whereas none of the lowest-spending districts are small. Smaller districts have fewer students over which to spread their fixed costs. In addition, the highest-spending districts experienced a 4.1 percent decline in student population from fiscal year 2006, while the lowest-spending group experienced an 8.4 percent increase, on average. These year-to-year changes in student population, especially at small districts, can significantly affect per-pupil costs.

- **Inefficient operations within district control**—Inefficient operation of noninstructional areas, such as those that have been identified by the Auditor General's performance audits of individual school districts (see textbox), can result in higher expenditures outside the classroom, and thus, lower classroom dollar percentages. Prior audits have identified numerous types of inefficient operations, including high administrative staffing levels and salaries; poor controls over purchasing cards; not following proper bidding procedures, which likely resulted in higher costs; inefficient bus routes that resulted in low-bus capacity utilization; and maintaining excessive amounts of unneeded building space.

- **Additional revenue sources**—Higher-spending districts have more total revenues to spend. On average, districts with high per-pupil total expenditures receive more federal and state grants, federal impact aid, budget overrides, small school budget adjustments, or rapid decline budget adjustments than lower-spending districts. How these additional revenues are spent is within district control to varying degrees, depending on the revenue source.

  - *Federal and state grants*—Districts have less control over whether federal or state grants are spent in the classroom. For example, districts receiving Individuals with Disabilities Education Act (IDEA) federal grant monies are required to include professionals such as school psychologists and speech-language pathologists when conducting individual diagnostic examinations of children suspected of having a specific learning disability. On average, the highest-spending districts spent more than four times the amount per pupil from federal and state grants.

Examples of Performance Audit Recommendations

District staff should review and monitor:

- **Administrative staffing levels**—At district and schools to identify potential ways to reduce salary and benefit costs.
- **Administrative and performance pay contracts**—For specification of duties and performance goals, to prevent overpayment of salaries.
- **Fuel card usage**—To ensure appropriateness of fuel purchases.
- **Cost per mile, cost per rider, miles per rider, and bus capacity utilization**—To identify inefficiencies and reduce transportation costs.
- **Accuracy and sufficiency of documentation for reported transportation miles and riders**—To ensure appropriate funding levels.
- **Cost per square foot**—To identify and reduce high plant operations and maintenance costs.
- **Plant operations staffing levels**—To reduce long-term costs associated with one-time facility needs.

- *Budget capacity increases*—Districts have significant control over whether monies from statutorily authorized budget adjustments and federal impact aid are spent in the classroom. On average, the highest-spending districts increased their Maintenance and Operation Fund budget capacity by 14 percent through these revenue sources:

  - *Small school and rapid decline adjustments*—Twelve of the highest-spending districts increased their budget capacity through rapid decline adjustments, which are given to schools that experience a decline in student count of at least 5 percent. Four did so through small school adjustments, which are allowed for districts with 125 or fewer students in grades K-8, or with 100 or fewer students in grades 9 through 12. In contrast, none of the lowest-spending districts were eligible for these increases.

  - *Federal impact aid*[1]—Seventeen of the highest-spending districts received federal impact aid, compared to only 5 in the lowest spending group. In the highest-spending group, most of the federal impact aid went to districts serving students living on reservations. Reservation districts spent over $13,000 per pupil, on average, which was the highest in the State.[2] Similar to other high-spending districts, most of their expenditures are in noninstructional areas, resulting in an average classroom dollar percentage of 48.5 percent.

Ultimately, because these districts have more revenues to spend, they are able to spend above the state average for per-pupil classroom expenditures and still have sufficient revenues to support higher-than-average expenditures for nonclassroom purposes, resulting in a lower-than-average classroom dollar percentage.

Individual district percentages

Table 6 (see pages 21 through 23) lists the fiscal year 2007 classroom dollar percentages for each of the 208 districts grouped by size, 11 accommodation districts, and 10 joint technological education districts. For further information, see the attached Appendix, which provides alphabetically organized, one-page summaries for each district. Along with other information, these pages show each district's comparative classroom dollar ranking from 1 (highest) to 229 (lowest).

1 Federal Impact Aid is additional federal money provided to districts that have been impacted by the presence of tax-exempt federal lands or the enrollment of students living on federal lands, such as military bases and reservations.

2 This amount is based on the 154 districts included in analysis and excludes the very small districts, which tend to have the highest per-pupil spending.

Table 6: Districts Grouped by Size (Average Daily Membership) and Ranked by Percentage of Dollars Spent in the Classroom[1] Fiscal Year 2007

Very Large (20,000+)	**Average =**	**60.4%**
Chandler Unified School District		63.2%
Gilbert Unified School District		63.0%
Paradise Valley Unified School District		62.4%
Mesa Unified School District		62.1%
Scottsdale Unified School District		61.3%
Deer Valley Unified School District		60.5%
Washington Elementary School District		60.3%
Peoria Unified School District		59.6%
Phoenix Union High School District		57.1%
Tucson Unified School District		54.3%

Large (5,000-19,999)	**Average =**	**57.5%**
Kyrene Elementary School District		63.5%
Prescott Unified School District		62.3%
Cartwright Elementary School District		62.2%
Humboldt Unified School District		61.8%
Alhambra Elementary School District		61.2%
Lake Havasu Unified School District		61.2%
Avondale Elementary School District		60.3%
Tempe Union High School District		59.7%
Glendale Union High School District		59.5%
Vail Unified School District		59.3%
Marana Unified School District		59.1%
Flowing Wells Unified School District		59.0%
Dysart Unified School District		58.9%
Roosevelt Elementary School District		58.6%
Flagstaff Unified School District		58.5%
Litchfield Elementary School District		58.0%
Higley Unified School District		57.7%
Tolleson Union High School District		57.3%
Sunnyside Unified School District		57.0%
Amphitheater Unified School District		56.8%
Glendale Elementary School District		56.8%
Yuma Union High School District		56.5%
Isaac Elementary School District		56.3%
Pendergast Elementary School District		56.2%
Florence Unified School District		56.1%
Apache Junction Unified School District		55.8%
Crane Elementary School District		55.8%
Cave Creek Unified School District		55.5%

Large (Concl'd)	
Sierra Vista Unified School District	55.5%
Tempe Elementary School District	55.4%
Nogales Unified School District	55.0%
Kingman Unified School District	54.9%
Casa Grande Elementary School District	54.0%
Phoenix Elementary School District	54.0%
Agua Fria Union High School District	53.8%
Creighton Elementary School District	53.3%
Yuma Elementary School District	51.9%

Medium (600-4,999)	**Average =**	**54.9%**
Whiteriver Unified School District		67.2%
Buckeye Elementary School District		63.0%
Liberty Elementary School District		62.9%
Mingus Union High School District		62.4%
Thatcher Unified School District		61.6%
Pima Unified School District		60.9%
Fowler Elementary School District		60.4%
Colorado River Union High School District		60.4%
Willcox Unified School District		60.2%
Queen Creek Unified School District		60.0%
Safford Unified School District		60.0%
Bullhead City Elementary School District		60.0%
Blue Ridge Unified School District		59.8%
Douglas Unified School District		59.5%
Snowflake Unified School District		59.4%
Chino Valley Unified District		59.3%
Mohave Valley Elementary School District		59.3%
J. O. Combs Elementary School District		59.1%
Toltec Elementary School District		59.0%
Madison Elementary School District		58.4%
Fountain Hills Unified School District		57.9%
Catalina Foothills Unified School District		57.9%
Santa Cruz Valley Unified School District		57.4%
Balsz Elementary School District		57.2%
Wickenburg Unified School District		57.2%
Globe Unified School District		57.0%
Payson Unified School District		57.0%
Morenci Unified School District		56.9%
Benson Unified School District		56.9%

1 Accommodation and Joint Technological Education Districts are grouped separately.

Table 6 (Cont'd)

Medium (Concl'd)	
Littleton Elementary School District	56.8%
Holbrook Unified School District	56.7%
Tanque Verde Unified School District	56.7%
Williams Unified School District	56.5%
Coolidge Unified School District	55.7%
Wilson Elementary School District	55.6%
Buckeye Union High School District	55.6%
Union Elementary School District	55.6%
Palominas Elementary School District	55.5%
Camp Verde Unified School District	55.4%
Maricopa Unified School District	55.2%
Show Low Unified School District	55.0%
Parker Unified School District	54.9%
Mammoth-San Manuel Unified School District	54.9%
Sahuarita Unified School District	54.9%
Sedona-Oak Creek Joint Unified School District	54.9%
Tolleson Elementary School District	54.9%
San Carlos Unified School District	54.3%
Winslow Unified School District	54.3%
Round Valley Unified School District	54.2%
Saddle Mountain Unified School District	53.6%
Laveen Elementary School District	53.6%
Miami Unified School District	53.5%
Casa Grande Union High School District	53.5%
Nadaburg Elementary School District	53.4%
Cottonwood-Oak Creek Elementary School District	53.4%
St. Johns Unified School District	53.3%
Page Unified School District	53.1%
Window Rock Unified School District	52.4%
Eloy Elementary School District	52.4%
Murphy Elementary School District	51.8%
Sanders Unified School District	50.8%
Somerton Elementary School District	50.6%
Gadsden Elementary School District	50.5%
Riverside Elementary School District	50.2%
Bisbee Unified School District	49.7%
Osborn Elementary School District	49.0%
Chinle Unified School District	48.3%
Tombstone Unified School District	47.7%
Altar Valley Elementary School District	46.5%
Ganado Unified School District	46.0%
Kayenta Unified School District	45.3%
Indian Oasis-Baboquivari Unified School District	45.2%
Tuba City Unified School District	44.8%
Stanfield Elementary School District	44.6%
Pinon Unified School District	40.7%
Red Mesa Unified School District	40.4%

Small (200-599)	Average =	52.8%
Beaver Creek Elementary School District		65.6%
Naco Elementary School District		63.0%
Wellton Elementary School District		59.9%
Clarkdale-Jerome Elementary School District		59.1%
St. David Unified School District		58.6%
Ray Unified School District		57.5%
Arlington Elementary School District		57.4%
Ajo Unified School District		56.7%
Continental Elementary School District		56.2%
Duncan Unified School District		55.9%
Littlefield Unified School District		55.4%
Ft. Thomas Unified School District		55.3%
Fredonia-Moccasin Unified School District		53.6%
Ash Fork Joint Unified School District		53.2%
Sacaton Elementary School District		52.9%
Picacho Elementary School District		52.3%
Superior Unified School District		52.2%
Palo Verde Elementary School District		51.4%
Joseph City Unified School District		50.9%
Hayden-Winkelman Unified School District		50.7%
Quartzsite Elementary School District		50.7%
Oracle Elementary School District		50.2%
Mayer Unified School District		49.8%
Bagdad Unified School District		48.8%
Grand Canyon Unified School District		48.1%
Heber-Overgaard Unified School District		47.7%
Santa Cruz Valley Union High School District		47.6%
Gila Bend Unified School District		45.6%
Cedar Unified School District		44.8%
Antelope Union High School District		43.7%
Colorado City Unified School District		41.3%

Very Small (1-199)	Average =	53.0%
Blue Elementary School District		78.8%
Valentine Elementary School District		77.3%
Hillside Elementary School District		68.9%
Sonoita Elementary School District		68.5%
Yucca Elementary School District		68.2%
Crown King Elementary School District		65.6%
Mcnary Elementary School District		64.9%
Double Adobe Elementary School District		62.4%
Owens-Whitney Elementary School District		61.4%
Bonita Elementary School District		60.5%
San Simon Unified School District		58.3%
Aguila Elementary School District		57.9%
Cochise Elementary School District		57.2%

Table 6 (Concl'd)

Very Small (Cont'd)	
Santa Cruz Elementary School District	56.8%
Bowie Unified School District	56.4%
Topock Elementary School District	56.2%
Congress Elementary School District	56.0%
Solomon Elementary School District	55.3%
Sentinel Elementary School District	55.2%
Patagonia Elementary School District	55.0%
Apache Elementary School District	54.6%
Bouse Elementary School District	54.4%
Pearce Elementary School District	54.4%
Red Rock Elementary School District	54.3%
McNeal Elementary School District	54.0%
Pomerene Elementary School District	53.9%
Skull Valley Elementary School District	53.6%
Seligman Unified School District	53.5%
Young Elementary School District	53.0%
Elfrida Elementary School District	53.0%
Tonto Basin Elementary School District	53.0%
Kirkland Elementary School District	52.9%
San Fernando Elementary School District	52.1%
Yarnell Elementary School District	51.6%
Canon Elementary School District	51.3%
Alpine Elementary School District	51.0%
Valley Union High School District	49.9%
Wenden Elementary School District	48.9%
Pine Strawberry Elementary School District	48.5%
Paloma Elementary School District	48.4%
Clifton Unified School District	48.2%
Morristown Elementary School District	47.8%
Maine Consolidated School District	46.8%
Mohawk Valley Elementary School District	45.6%
Bicentennial Union High School District	45.4%
Hyder Elementary School District	44.9%
Ash Creek Elementary School District	42.5%
Patagonia Union High School District	42.2%
Hackberry Elementary School District	41.9%
Concho Elementary School District	40.8%
Vernon Elementary School District	39.8%
Salome Consolidated Elementary School District	39.3%

Very Small (Concl'd)	
Mobile Elementary School District	26.9%
Peach Springs Unified School District	22.8%

Accommodation	**Average =**	**46.8%**
Pima Accommodation School District		66.9%
Ft. Huachuca Accommodation School District		60.9%
Gila County Regional School District		55.2%
Mary C. O'Brien Accommodation School District		51.6%
Yavapai Accommodation School District		49.6%
Rainbow Accommodation School District		47.1%
Maricopa County Regional School District		43.6%
Pinal County Special Education Program		40.3%
Coconino County Regional Accommodation School District		39.1%
Graham County Special Services		38.2%
Santa Cruz County Regional School District		22.8%

Joint Technological Education[1]	**Average =**	**21.8%**
Northeast Arizona Technological Institute of Vocational Education		60.7%
Northern Arizona Vocational Institute of Technology		53.5%
East Valley Institute of Technology		50.0%
Central Arizona Valley Institute of Technology		21.8%
Gila Institute for Technology		17.3%
Valley Academy for Career and Technology Education		9.7%
Western Maricopa Education Center		4.2%
Cobre Valley Institute of Technology District		0.2%
Cochise Technology District		0.0%
Coconino Association for Vocation Industry and Technology		0.0%

1 The percentages for Joint Technological Education Districts include only their direct expenditures and exclude monies passed through to their member school districts.

Source: Auditor General staff analysis of fiscal year 2007 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

CHAPTER 2

Districts' uses of Proposition 301 monies

School districts, charter schools, and state schools received almost $408 million of the total Proposition 301 monies collected in fiscal year 2007. As in prior years, school districts used Proposition 301 monies primarily to increase salaries of certified teachers and other employees they have defined as eligible. These monies continued to account for 2 percent to 22 percent of eligible employees' pay and ranged from $924 to $8,203 on average. While statutory changes made in 2006 require district governing boards to adopt future Proposition 301 performance pay plans at public meetings and to address specified elements, only 114 of the 223 districts distributing Proposition 301 monies report obtaining governing board approval of their plans in public meetings. Further, only 47 districts incorporated all of the specified performance elements.

Background

In November 2000, voters approved Proposition 301, which increased the state sales tax by six-tenths of 1 percent for 20 years to fund educational programs. Under Arizona statutes, school districts receive only part of the Proposition 301 monies. Statutes define and prioritize nine education programs that receive Proposition 301 distributions before schools. In addition, the State General Fund is reimbursed for the increased income tax credits to low income households resulting from the sales tax increase prior to schools being funded. As shown in Table 7 (see page 26), the Students FIRST Debt Service Fund receives the first allocation, the amount necessary to make annual debt service payments for outstanding state school facilities revenue bonds. The other prioritized distributions go to universities, community colleges, the Arizona Department of Education, and the State's General Fund. In fiscal year 2007, these other distributions accounted for about $284 million of the $665 million of Proposition 301 sales tax revenues, or 43 percent.

Table 7 Proposition 301 Distributions in Statutory Priority Order Fiscal Years 2006 and 2007 (Unaudited)

	FY 2006	FY 2007
Sales Tax Revenue	$621,779,771	$664,850,905
Students FIRST Debt Service Fund—The amount necessary to pay annual debt service payments for outstanding state school facilities revenue bonds. The revenue bonds cannot exceed $800 million.	65,804,955	65,794,530
Universities—Technology and Research Initiative Fund for investment in technology and research-based initiatives (12 percent of amount remaining after Students FIRST deduction.)	66,716,978	71,886,765
Community College Districts—For districts' Workforce Development Accounts that invest in workforce development programs (3 percent of amount remaining after Students FIRST deduction.)	16,679,244	17,971,691
Tribal Assistance—To community colleges owned, operated, or chartered by qualifying Indian tribes for investment in workforce development and job training	543,976	548,874
Arizona Department of Education (ADE) for five programs:		
• Additional School Days—To fund additional school days and the associated teacher salaries	86,280,500	86,280,500
• School Safety programs	7,800,000	7,800,000
• Character Education matching grant program	200,000	200,000
• School Accountability—For developing performance measures and a state-wide database on student attendance and academic performance	7,000,000	7,000,000
• Failing Schools Tutoring Fund	1,500,000	1,500,000
Income tax credit for sales tax paid—Reimburses the State's General Fund for the increased income tax credits to low-income households resulting from the sales tax increase	25,000,000	25,000,000
Remaining Sales Tax Revenue	344,254,118	380,868,545
Other Classroom Site Fund Resources/Deductions:		
Permanent State School Fund earnings (Land Trust)	17,834,630	66,971,305
Prior year carryforward	17,426,057	4,500
Monies withheld for AIMS noncompliance[1]		
Monies withheld for Arizona School Improvement Plan (ASIP) noncompliance[2]		
Monies not yet distributed[3]	(4,500)	(39,910,633)
Total Classroom Site Fund—Distributed to districts and charter and state schools	$379,510,305	$407,933,717

1 These monies were to be distributed once schools complied with AIMS requirements.

2 These monies are lost to the districts; monies are not returned to districts when plan has been submitted.

3 ADE is not permitted to allocate monies in excess of the per-pupil amount established by JLBC. These amounts are included in the subsequent year's distributions.

Source: Auditor General staff analysis of Arizona Department of Education and Arizona State Treasurer's Office fiscal years 2006 and 2007 revenue collection and distribution data.

After all of these distributions, any remaining Proposition 301 sales tax collections go to the Classroom Site Fund (CSF) for allocation to public school districts, charter schools, and state schools for deaf, blind, and committed youth. In fiscal year 2007, sales tax collections plus other sources to this fund totaled approximately $408 million, including $4,500 in monies carried forward from prior fiscal years. ADE distributes Proposition 301 monies to districts based on a per-pupil rate set by the Joint Legislative Budget Committee (JLBC). For fiscal year 2007, the JLBC established a $333 per-pupil rate. In total, ADE distributed approximately $366 million to school districts, or about 90 percent of the $408 million distributed; charter and state schools received the remainder.

Once school districts receive the monies, they must comply with statutory requirements regarding how the monies may be spent. Arizona Revised Statutes (A.R.S.) §15-977 directs districts to use at least 60 percent of CSF monies for teacher compensation. Districts are required to direct 20 percent toward increasing teachers' base pay and another 40 percent toward pay for performance. The remaining 40 percent, known as menu monies, can be used for six specified purposes: AIMS intervention (for the state-standardized test, Arizona's Instrument to Measure Standards), class size reduction, dropout prevention, additional teacher compensation, teacher development, or teacher liability insurance. Districts are required to use these monies to supplement, not supplant, existing funding. Further, in succeeding years, the Legislature required that monies directed toward class size reduction, AIMS intervention, and dropout prevention be spent only on instruction, except athletics.[1] In 2005, the Legislature established the Arizona Performance Based Compensation System Task Force to evaluate and report on school districts' performance-based compensation.[2] In conjunction with establishing this task force, the Legislature also established requirements for Proposition 301 performance pay, which previously did not have guidelines. These new requirements specify that the Governing Board must adopt the plan at a public meeting and list certain elements that should be contained in the plan, but can be modified.

Districts continue to spend more than 90 percent of Proposition 301 monies for teacher pay

As shown in Table 8 (see page 28), school districts spent more than $351 million of the approximately $366 million distributed to them in fiscal year 2007. The largest proportion of school districts' Proposition 301 expenditures, 93.5 percent, was used for instruction purposes, such as paying teacher salaries and benefits.

1 In Laws 2000, 5th Special Session, Chapter 1, Section 62, the Legislature specified that CSF monies not be used for administration, and beginning in 2004, further restricted the use of certain menu monies to be spent only on instruction.

2 By June 30, 2010, this task force is to develop and report recommendations on the implementation, operation, and monitoring of performance-based compensation systems in school districts. Laws 2005, First Regular Session, Chapter 305, amended A.R.S. §15-977.

Table 8: Proposition 301 Expenditures by Function
Fiscal Year 2007
(Unaudited)

Function	Base Pay	Performance Pay	Menu Options	Total Expenditures	Percentage of Total
Classroom (instruction)	$64,986,150	$131,480,120	$132,412,317	$328,878,587	93.5%
Student Support	2,524,854	4,205,507	4,768,591	11,498,952	3.3
Instruction Support	1,147,768	2,800,045	7,307,158	11,254,971	3.2
Administration	32,558	32,822	88,036	153,416	0.0
Plant Operations & Maintenance	607	0	3,837	4,444	0.0
Transportation	0	0	918	918	0.0
Other	4,406	0	0	4,406	0.0
Total Expenditures	$68,696,343	$138,518,494	$144,580,857	$351,795,694	100.0%

Source: Auditor General Staff analysis of district-reported fiscal year 2007 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by the individual school districts.

Proposition 301 monies primarily spent for allowable purposes—While more than half of the districts include Student Support Services and Instruction Support Services staff in Proposition 301 pay increases, a few districts paid questionable costs, which may still be allowable Proposition 301 expenditures. For example, a few districts used Proposition 301 monies to pay employees holding what are typically considered administrative positions, such as dean of students and program directors. Six districts used a portion of Proposition 301 monies to pay for allowable interest expenses, and two districts paid for teacher liability insurance, which is an allowable plant operation expense.

Further, as stated above, A.R.S. §15-977 requires that menu monies directed toward class size reduction, AIMS intervention, and dropout prevention be spent only on instruction, except that they cannot be spent for athletics. In prior fiscal years, some districts have spent menu monies for expenditures not allowed by law. For example, in fiscal year 2006, four districts spent approximately $209,000 of their menu monies on administration, plant operation and maintenance, and transportation expenditures, such as security personnel for dropout prevention programs and transportation to AIMS intervention programs. However, in fiscal year 2007, auditors did not identify any similar misuses of Proposition 301 menu monies.

Performance audits identified supplanting issues at two districts—On the other hand, as part of school district audits conducted in fiscal year 2007, auditors identified two districts that used Proposition 301 monies for unallowable purposes. Specifically, A.R.S. §15-977 prohibits school districts from supplanting existing district monies with Proposition 301 monies. However, a performance

audit of one elementary school district found that it had supplanted by using approximately $25,000 of Proposition 301 monies to pay a portion of four employees' salaries that were previously paid using other district monies. In addition, another performance audit of a unified district found that it may have used at least $1 million in Proposition 301 monies to supplant or pay for costs that would otherwise have been paid by maintenance and operation monies.

Pay increases varied widely, ranging from 2 to 22 percent—Proposition 301 monies contribute significantly to many districts' teacher salaries. For the 223 districts including salary information on their required Classroom Site Fund spending reports, Proposition 301 monies provided an average increase of 11 percent, or $4,016. On an individual district basis, however, the average increases ranged from approximately 2 to 22 percent, which equated to $924 to $8,203 per eligible employee.

One reason for the wide variance in pay increases is that Proposition 301 monies are distributed on a per-pupil basis, rather than based on the number of eligible employees. As a result, districts with fewer pupils receive smaller amounts than those with more pupils. Similarly, teachers in districts with larger student-teacher ratios could potentially receive more monies than those with fewer students per teacher. Further, districts with the highest pay increases generally were also paying out unspent Proposition 301 monies from prior fiscal years in addition to fiscal year 2007 monies. For example, of the 33 districts that paid an average of $6,000 or more to each eligible employee, 18 districts used unspent prior years' Proposition 301 monies in addition to fiscal year 2007 revenues.

State-wide average teacher pay has increased by $6,657 since the inception of Proposition 301 monies—According to salary data collected by the Arizona Department of Education (ADE), the State's average teacher salary increased from $37,176 in 2001 to $43,833 in 2007. The majority of the $6,657 increase occurred in fiscal year 2006, with a $3,872 increase over fiscal year 2005's average teacher salary. However, in fiscal year 2007, the average state-wide teacher salary increased by only $866. As discussed in Chapter 1, the fiscal year 2007 average teacher salary would have been higher; however, school districts are likely using Proposition 301 monies to supplant other district monies.

Eligible employees included staff other than certified teachers—In addition to providing salary increases for teachers, as shown in Table 9 (see page 30), about one-half of the districts continue to report providing Proposition 301 pay increases to librarians and counselors. Fewer districts paid Proposition 301 monies to speech pathologists, instructional aides and "Other" staff, such as nurses and instructional specialists. Also among those in the "Other" category, one very small district continued to pay Proposition 301 monies to staff not typically included, such as school office staff. The district indicated that these employees were also involved in its students' education.

Table 9: Number of Districts Paying Increases By Position and Fund Fiscal Year 2007

Position	Number of Districts		
	Base Pay	Performance Pay	Menu Options
Teachers	221	220	200
Librarians	112	113	106
Counselors	119	120	111
Speech Pathologists	64	63	58
Instructional Aides	10	17	30
Other	71	75	76

Source: Auditor General staff analysis of district-reported data in fiscal year 2007 Classroom Site Fund Narrative Results forms.

Districts based performance pay on a variety of goals—Districts created a variety of goals as a basis for awarding the 40 percent of Proposition 301 monies required to be used for performance-based pay increases. As in prior years, most districts reported performance pay goals related to student achievement, teacher development, and to parent and student satisfaction or involvement, as shown in Table 10.

Table 10: Number of Districts with Performance Pay Goals by Category Fiscal Year 2007

Goal Category	Number of Districts		
	Setting Goals	Accomplishing Goals	Percentage Accomplishing Goals
Student Achievement	143	138	97%
Teacher Development	115	111	97
Parent/Student Satisfaction	88	86	98
Teacher Evaluation	73	72	99
Student Attendance	71	70	99
Leadership	46	45	98
Tutoring	42	41	98
Teacher Attendance	38	36	95
Dropout/Graduation Rates	23	22	96
Other	29	27	93%

Source: Auditor General staff analysis of district-reported data indicating one or more goals set and accomplished obtained from fiscal year 2007 Classroom Site Fund Narrative Results forms.

As noted previously, school district governing boards must adopt at a public hearing the performance-based compensation system for Proposition 301 and other performance-based monies.[1] The compensation system must incorporate seven specific performance measurement elements such as measures of academic progress, dropout or graduation rates, and attendance rates. The plans must also include the input of teachers and administrators, an appeals process for teachers who have been denied performance-based compensation, regular evaluation for effectiveness, teacher development programs, and approval of the system based on an affirmative vote

[1] Laws 2005, First Regular Session, Chapter 305, which amended A.R.S. §15-977.

of at least 70 percent of the teachers eligible to participate in the system. However, districts may revise these elements as long as the compensation system is adopted at a public meeting. Districts' Proposition 301 spending reports show that 203 of the 223 districts receiving Proposition 301 monies indicated that they obtained teachers' and administrators' input when developing their performance compensation systems. Further, only 168 districts reported receiving plan approval from at least 70 percent of eligible teachers, and 114 districts reported that their plans were governing board approved.

Although statute lists seven performance measurement elements, district plans continue to vary as to the number and type of elements incorporated, as shown in the attached Appendix. For example, 47 districts incorporated goals addressing at least six different areas of performance measurement, including goals related to achieving measures of academic progress, such as targeting certain percentages of growth in standardized test or district assessment scores, achieving Adequate Yearly Progress, or attaining AZ LEARNS labels of "performing" or better for their schools. These districts often also required improved student and teacher attendance rates, dropout or graduation rates, and parent or student satisfaction with school or district quality and performance. Many of these districts further incorporated goals requiring teachers to participate in professional development activities, committees, mentoring, and tutoring. However, other school districts' performance pay plans were based on only one or two goals. For example, 38 districts' plans did not include any goals measuring academic progress or school or district performance. Of these districts, 2 based performance pay solely on teachers' receiving acceptable performance evaluations.

A.R.S. §15-977 also requires districts to submit information on their compensation systems to ADE by December 31 of each year through 2009. The plans are then reviewed by the Performance-Based Compensation Task Force, which is charged with developing and reporting recommendations on the implementation, operation, and monitoring of performance-based compensation systems in school districts to the Legislature by June 30, 2010. To encourage uniformity, the Task Force provided districts with a template based on statutory language and legislative intent to use when preparing their plans. According to the Task Force's November 2007 report to the Legislature, 147 districts submitted fiscal year 2007 performance-based compensation plans for review. While the Task Force felt that the quality of the districts' plans had improved since those that they reviewed in fiscal year 2006, the plans did not provide sufficient information for the Task Force to determine whether the plans included systematic solutions to improve student achievement. However, the Task Force identified eight district plans that it deemed noteworthy and is requesting that an outside evaluator study these plans further.

Districts directed menu monies toward various Proposition 301 purposes as well as teacher compensation—Although districts reported spending Proposition 301 menu monies primarily for teacher

compensation, many districts directed some of these monies to the other allowable programs or purposes, often by linking part of increased teacher compensation to the activities. For example, teachers often performed additional duties to earn monies associated with AIMS intervention and dropout prevention programs. After direct teacher pay increases, districts again reported spending most of their menu monies on class size reduction, teacher development, and AIMS intervention.

Individual district results

Further information about how each district reported spending its Proposition 301 monies, its classroom dollar percentage, and related data is provided in the attached Appendix.

APPENDIX

This appendix provides alphabetically organized one-page information sheets on individual school districts. Each page contains a summary of the district's reported results using Proposition 301 monies, and its classroom and nonclassroom spending. Each page also contains descriptive and comparative information; n/a is used to indicate if data is not available or is not applicable.

Table 11 shows the sources of data used on the individual district pages, and also defines some common terms and acronyms used to describe districts' Proposition 301 goals and results. Also, for reference, a map of the Arizona counties is included as Figure 6 on page a-4.

Table 11: Individual District Page Source Information

Data	Source
Students attending	Auditor General staff analysis of Arizona Department of Education's (ADE) average daily membership (ADM) counts for fiscal year 2007. ADM numbers are rounded to the nearest whole number. Auditors included kindergarten students' ADM at a full count for the districts that offer all-day kindergarten at no charge to parents.
District size	Auditor General staff analysis of ADE's fiscal year 2007 ADM counts. District sizes were categorized as follows: • Very Large 20,000+ • Large 5,000 to 19,999 • Medium 600 to 4,999 • Small 200 to 599 • Very Small fewer than 200
Number of schools	ADE fiscal year 2007 data.
Number of certified teachers	ADE October 2006 data on full-time-equivalent (FTE) certified teachers for fiscal year 2007. Certified FTE numbers are rounded to the nearest whole number.
Student/teacher ratio, district and state for 2005, 2006, and 2007	Auditor General staff analysis of ADE's ADM and certified teacher counts for fiscal years 2005, 2006, and 2007.

Table 11 (Cont'd)

Data	Source
Average teacher salary, state—2007	ADE average annual salaries associated with full-time-equivalent certified teachers, for fiscal year 2007.
Average teacher salary, district—2005, 2006, and 2007	District-reported average fiscal years 2005, 2006, and 2007 teacher salaries, including Proposition 301 monies. Some districts reported corrections to their previously reported prior years' average salary information.
Average years' experience, district—2005, 2006, 2007; and state—2007	ADE average years' experience associated with full-time-equivalent certified teachers, by district, for fiscal years 2005, 2006, and 2007. The maximum years of experience that ADE includes for calculation and reporting purposes is 15 years.
Classroom dollars—Pie chart and per-pupil expenditures	Auditor General staff analysis of fiscal year 2007 school district summary accounting data and Annual Financial Reports (AFRs), and ADE's fiscal year 2007 ADM counts.
Classroom dollar ranking	Auditor General staff analysis of 229 Arizona school districts' summary accounting data and AFRs. The ranking numbers are from 1 (highest) to 229 (lowest) based on percentage of dollars spent in the classroom.
5-year comparison—District and state percentages for 2003 through 2007	Auditor General staff analysis of school district summary accounting data and AFRs for fiscal years 2003 through 2007.
Expenditures by function—District and state percentages in fiscal years 2003 through 2007	Auditor General staff analysis of school district summary accounting data for fiscal years 2003 through 2007.
Expenditures by function—National Percentage	NCES fiscal year 2005 data. Although the 2007 data is not yet available, the national percentages have been relatively stable. For the most recent 5-year period that is available, fiscal years 2001 to 2005, the variations were less than 0.3 percent in any of the functional categories.
Proposition 301—District-reported results	Auditor General staff analysis of district-reported Classroom Site Fund Narrative Results. The narrative form was completed by each of the 223 districts receiving Proposition 301 monies in fiscal year 2007.

Table 11 (Concl'd)

Definitions of commonly used terms and acronyms	
AZ LEARNS	Arizona LEARNS is an accountability program administered by ADE and established under A.R.S. §15-241 to rank school performance using standardized test results and other criteria. Using these criteria, ADE annually labels schools as "excelling," "highly performing," "performing," "performing plus," "underperforming," or "failing to meet academic standards."
AIMS	AIMS, or Arizona's Instrument to Measure Standards, is a series of standardized tests that assess student achievement in reading, writing, and math. The tests are administered to students in grades 3 through 8, and high school. To graduate from high school, students must successfully pass these tests during high school.
ELL	English Language Learner
SEI	Structured English Immersion

Figure 6: Map of Arizona Counties

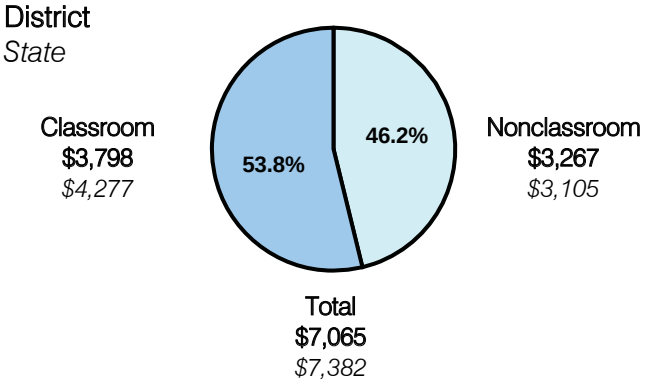
Agua Fria Union High School District

Maricopa County

District size:	Large
Students attending:	5,408
Number of schools:	4
Number of certified teachers:	265

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.6	51.6	51.3	56.1	53.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.3	11.3	11.5	11.0	10.8	9.5	11.0
Plant operations	17.6	18.4	18.2	12.6	12.4	11.3	9.6
Food service	4.2	4.6	4.6	4.9	5.1	4.7	3.9
Transportation	4.0	4.6	4.9	5.6	5.1	4.3	4.1
Student support	5.9	6.2	6.3	6.9	8.0	7.3	5.2
Instruction support	1.8	1.5	1.6	1.2	3.0	4.8	4.8
Other	0.6	1.8	1.6	1.7	1.8	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	22.2	21.2	20.4	17.4
Average teacher salary	$42,937	$44,964	$47,957	$43,833
Average years' experience	7.6	7.0	6.7	8.1

Classroom dollar ranking: 136 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and diversity coordinator earned between $4,882 and $5,066 in additional salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- The District's goals were linked to increased student performance and achievement.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for AIMS intervention, teacher development, dropout prevention, and teacher liability insurance.

Aguila Elementary School District

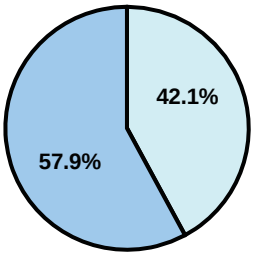
Maricopa County

District size:	Very Small
Students attending:	186
Number of schools:	1
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$5,432
$4,277

Nonclassroom
$3,950
$3,105

Total
$9,382
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.6	59.9	55.1	51.6	57.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	11.7	8.2	11.9	11.7	9.5	11.0
Plant operations	13.1	13.2	10.7	10.6	11.2	11.3	9.6
Food service	9.1	8.6	7.3	7.8	6.9	4.7	3.9
Transportation	2.5	2.3	2.0	2.2	2.9	4.3	4.1
Student support	0.6	0.8	1.3	3.5	1.2	7.3	5.2
Instruction support	1.1	3.4	15.4	12.3	8.2	4.8	4.8
Other		0.1		0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.5	19.2	16.1	17.4
Average teacher salary	$33,000	$35,500	$36,500	$43,833
Average years' experience	7.0	9.9	8.2	8.1

Classroom dollar ranking: 64 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $7,230 in salary.

Performance

- The District accomplished its goal, which was the same as the prior fiscal year's goal and was based on district performance.
- 75 percent of students, on average, made Adequate Yearly Progress.

Menu

- Monies were used solely to pay for teachers' health insurance premiums.

Ajo Unified School District

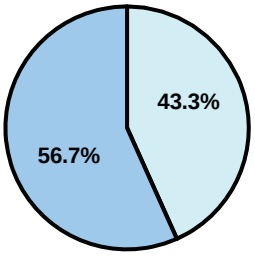
Pima County

District size:	Small
Students attending:	475
Number of schools:	2
Number of certified teachers:	28

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,349
$4,277

Nonclassroom
$3,323
$3,105

Total
$7,672
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.1	60.2	55.0	55.4	56.7	57.9	61.2
Nonclassroom dollars:							
Administration	12.7	12.3	16.5	14.7	14.7	9.5	11.0
Plant operations	15.2	13.8	13.1	14.5	14.4	11.3	9.6
Food service	3.6	4.0	3.6	3.6	3.3	4.7	3.9
Transportation	0.4	0.4	0.5	0.7	0.6	4.3	4.1
Student support	4.0	4.6	5.7	5.5	4.6	7.3	5.2
Instruction support	3.3	3.9	5.5	5.6	5.7	4.8	4.8
Other	0.7	0.8	0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.8	18.4	17.0	17.4
Average teacher salary	$42,913	$46,747	$37,658	$43,833
Average years' experience	9.6	9.8	9.7	8.1

Classroom dollar ranking: 87 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,362 in salary, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished 2 of its 3 goals, which were similar to the prior fiscal year's goals and were based on district performance.
- All students increased standardized test scores for writing by 6 percent. Students in grades 3 and 5 increased their math scores by 6 percent, and students in grades 5, 8, and 10 increased their reading scores by 6 percent.
- The District accomplished its goal of 90 percent participation of parents at parent/teacher conferences.
- The goal not met was linked to student attendance.

Menu

- Monies were used to increase teacher compensation and for health insurance premiums.

Alhambra Elementary School District

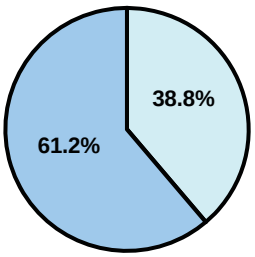
Maricopa County

District size:	Large
Students attending:	14.694
Number of schools:	15
Number of certified teachers:	802

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

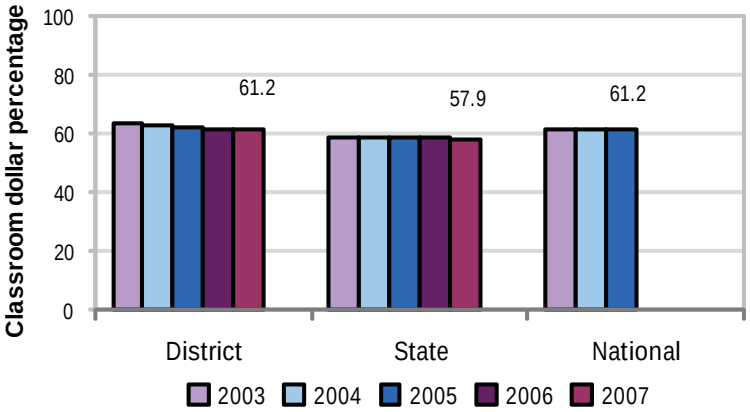


Classroom
$4,195
$4,277

Nonclassroom
$2,656
$3,105

Total
$6,851
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	63.6	63.0	61.8	61.2	61.2	57.9	61.2
Nonclassroom dollars:							
Administration	7.9	6.8	6.8	6.4	6.6	9.5	11.0
Plant operations	8.8	8.9	8.9	9.1	8.9	11.3	9.6
Food service	7.7	7.7	7.5	7.3	7.4	4.7	3.9
Transportation	2.6	2.7	2.7	2.8	2.9	4.3	4.1
Student support	6.4	6.5	6.9	6.9	7.2	7.3	5.2
Instruction support	3.0	4.4	5.4	6.3	5.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	20.1	18.3	17.4
Average teacher salary	$47,573	$49,047	$52,621	$43,833
Average years' experience	7.3	7.2	6.8	8.1

Classroom dollar ranking: 27 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and media specialist earned between $3,415 and $3,825 in additional salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement goals were set for the District, for groups of similar schools, and for individual schools.
- The district-wide student achievement goal was met, and 13 of the 15 schools met their goals.
- Other goals were linked to professional development, teacher evaluations, participation in leadership activities, tutoring, student attendance, and parent involvement.

Menu

- Monies were used to hire more than 3 teachers and 12 instructional aides to reduce class sizes and 10 collaborative peer teachers and one facilitator for professional development.
- 128 teachers and 21 instructional aides participated in AIMS intervention activities.

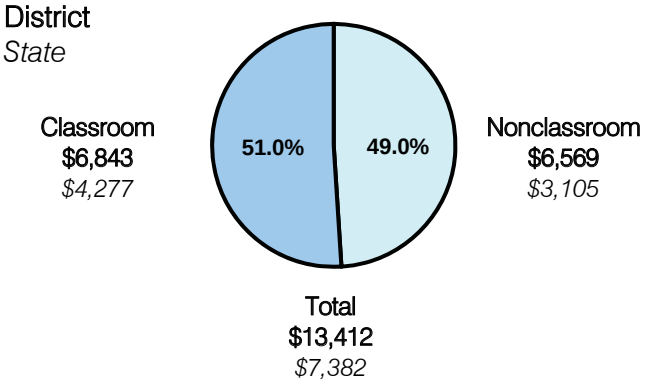
Alpine Elementary School District

Apache County

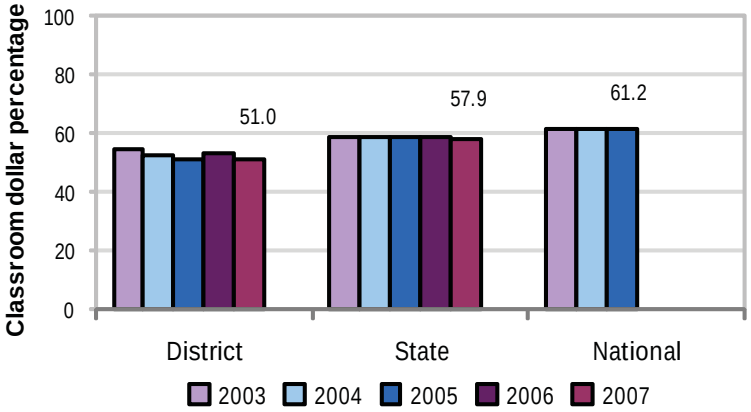
District size:	Very Small
Students attending:	54
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.3	52.3	50.7	52.9	51.0	57.9	61.2
Nonclassroom dollars:							
Administration	15.7	13.3	18.6	15.7	15.8	9.5	11.0
Plant operations	12.1	16.8	13.3	15.1	15.0	11.3	9.6
Food service			0.4		0.3	4.7	3.9
Transportation	12.3	10.7	10.5	10.7	10.6	4.3	4.1
Student support	5.2	6.8	3.5	3.6	4.6	7.3	5.2
Instruction support	0.4	0.1	3.0	1.9	2.7	4.8	4.8
Other				0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.1	14.2	10.8	17.4
Average teacher salary	$38,281	$41,131	$44,051	$43,833
Average years' experience	8.8	9.5	7.8	8.1

Classroom dollar ranking: 167 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,000 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students achieved improvement in reading and writing over a 2-year period.
- All teachers participated in at least 20 hours of professional development activities.
- The student attendance rate met the 94 percent goal.
- Parent satisfaction surveys showed a 90 percent satisfaction rate.

Menu

- Monies were used solely to increase teacher compensation.

Altar Valley Elementary School District

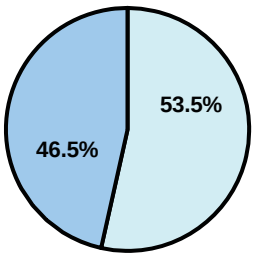
Pima County

District size:	Medium
Students attending:	653
Number of schools:	2
Number of certified teachers:	43

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

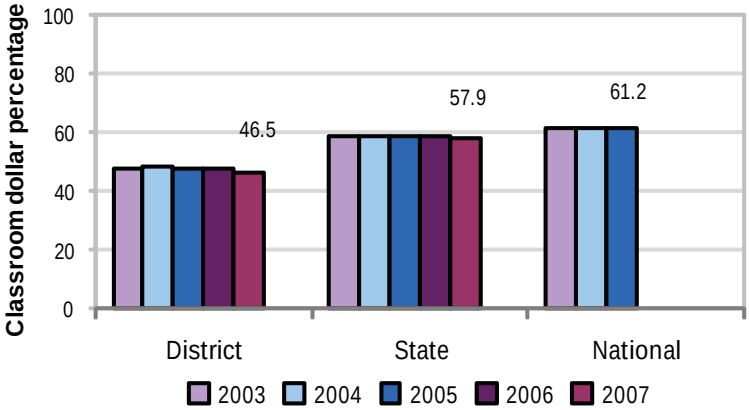


Classroom
$4,608
$4,277

Nonclassroom
$5,304
$3,105

Total
$9,912
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	47.7	48.6	47.5	47.3	46.5	57.9	61.2
Nonclassroom dollars:							
Administration	14.5	13.2	13.0	12.5	13.5	9.5	11.0
Plant operations	10.7	12.1	12.8	12.5	12.6	11.3	9.6
Food service	6.6	6.3	5.8	6.3	6.1	4.7	3.9
Transportation	10.4	9.8	10.7	10.1	11.8	4.3	4.1
Student support	6.0	6.6	6.9	7.0	6.6	7.3	5.2
Instruction support	4.1	3.4	3.2	4.3	2.9	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	15.7	17.3	15.2	17.4
Average teacher salary	$35,759	$39,110	$39,673	$43,833
Average years' experience	7.5	8.4	8.5	8.1

Classroom dollar ranking: 195 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and speech pathologist earned an additional $3,262 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Goals were linked to student achievement, teacher development, and leadership activities.

Menu

- Monies were used solely to increase eligible employee compensation, including paying for the increased cost of health insurance.

Amphitheater Unified School District

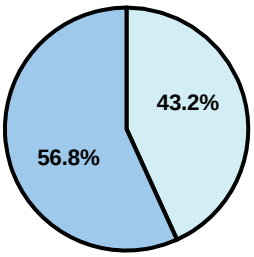
Pima County

District size:	Large
Students attending:	15,825
Number of schools:	20
Number of certified teachers:	1,008

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

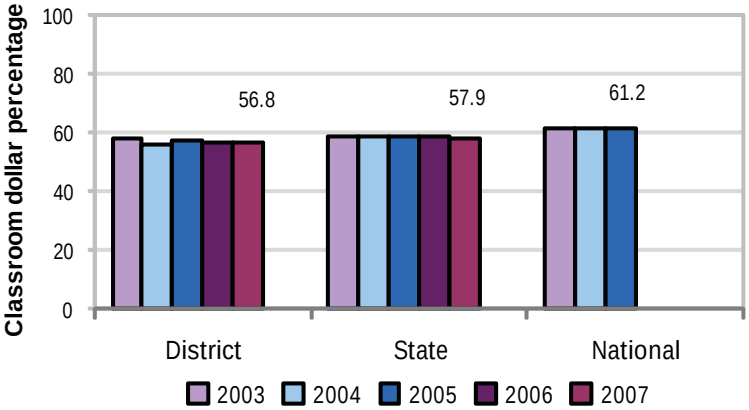


Classroom
$4,204
$4,277

Nonclassroom
$3,197
$3,105

Total
$7,401
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.8	55.9	56.9	56.5	56.8	57.9	61.2
Nonclassroom dollars:							
Administration	9.9	10.2	9.9	8.3	8.1	9.5	11.0
Plant operations	13.8	13.7	13.2	13.1	13.1	11.3	9.6
Food service	3.5	4.0	4.0	3.7	3.8	4.7	3.9
Transportation	4.9	4.6	4.9	4.9	5.1	4.3	4.1
Student support	4.8	5.7	6.0	6.9	6.8	7.3	5.2
Instruction support	5.1	5.7	5.0	6.4	6.1	4.8	4.8
Other	0.2	0.2	0.1	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.0	16.2	15.7	17.4
Average teacher salary	$38,741	$38,998	$43,824	$43,833
Average years' experience	9.2	9.1	9.4	8.1

Classroom dollar ranking: 83 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $4,611 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Schools assessed student achievement in reading, writing, and math and set other goals to further assist student achievement.
- Other goals were linked to parent-student satisfaction and parent involvement.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District provided summer school to help increase AIMS test scores.
- Teachers attended a variety of workshops and training sessions that focused on standards, best practices, and effective assessment techniques.

Antelope Union High School District

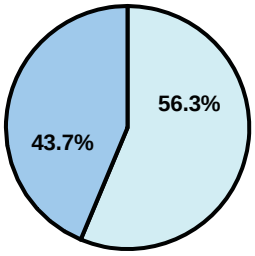
Yuma County

District size:	Small
Students attending:	381
Number of schools:	1
Number of certified teachers:	21

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,341
$4,277

Nonclassroom
$5,596
$3,105

Total
$9,937
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.9	54.1	53.7	52.3	43.7	57.9	61.2
Nonclassroom dollars:							
Administration	13.8	12.9	13.2	13.7	27.2	9.5	11.0
Plant operations	14.7	13.8	12.9	13.7	12.2	11.3	9.6
Food service	5.7	5.3	6.2	6.3	5.1	4.7	3.9
Transportation	8.3	8.4	9.1	8.9	7.4	4.3	4.1
Student support	2.7	2.9	3.2	3.5	2.7	7.3	5.2
Instruction support	1.9	2.6	1.7	1.6	1.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.4	16.3	18.2	17.4
Average teacher salary	$38,246	$42,315	$45,407	$43,833
Average years' experience	8.6	9.6	9.6	8.1

Classroom dollar ranking: 206 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned between $7,574 and $7,744 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- High school students increased their reading and math scores on standardized tests.
- The writing goals for AIMS scores were not achieved, but freshmen students increased their reading, writing, and math scores on the Terra Nova.
- The student dropout rate decreased.
- Other goals called for teachers to participate in professional development activities and decrease their number of absences.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to hire a part-time teacher to focus on AIMS intervention activities. According to the District, the 60 students participating in the AIMS intervention program improved their AIMS test scores.
- Another part-time teacher was hired to help reduce class sizes.

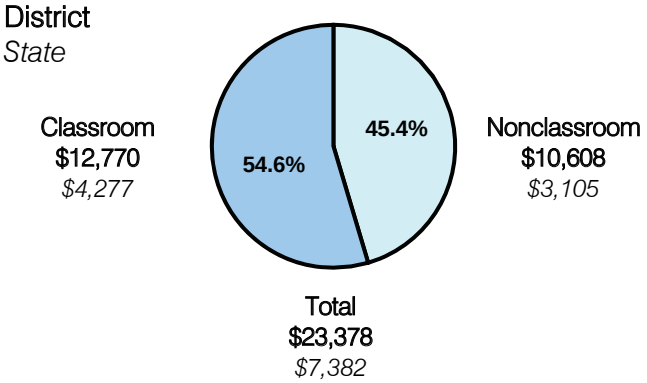
Apache Elementary School District

Cochise County

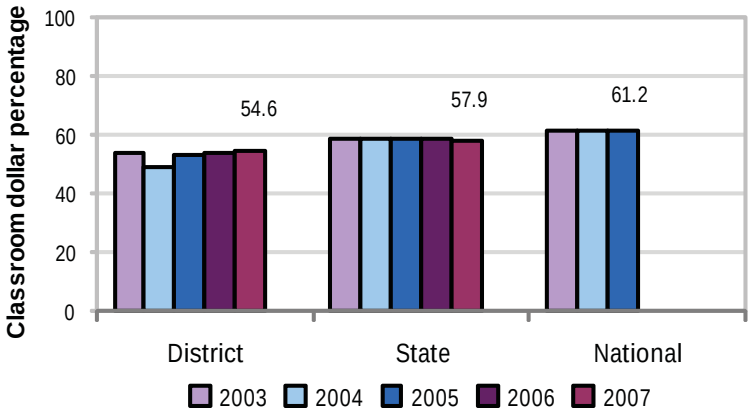
District size:	Very Small
Students attending:	7
Number of schools:	1
Number of certified teachers:	1

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.6	49.0	53.2	53.5	54.6	57.9	61.2
Nonclassroom dollars:							
Administration	15.5	16.2	15.1	17.4	7.5	9.5	11.0
Plant operations	11.5	12.5	15.2	12.5	12.2	11.3	9.6
Food service						4.7	3.9
Transportation	12.4	17.7	14.6	15.5	14.8	4.3	4.1
Student support	5.0	1.0			9.0	7.3	5.2
Instruction support	2.0	3.6	1.9	1.1	1.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.0	8.0	7.0	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	n/a	n/a	11.0	8.1

Classroom dollar ranking: 124 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- The teacher earned an additional $3,181 in salary.

Performance

- The District accomplished all of its goals, which were based on school and individual performance.
- Students' AIMS test scores improved from the prior year.
- The teacher received a favorable performance evaluation and earned 3 graduate-level credit hours.

Menu

- Monies were primarily used to increase teacher compensation.
- Some monies were also used for professional development.

Apache Junction Unified School District

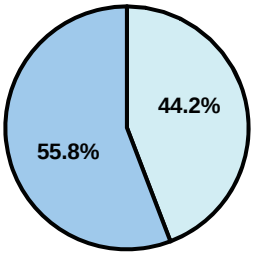
Pinal County

District size:	Large
Students attending:	5,781
Number of schools:	9
Number of certified teachers:	317

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,998
$4,277

Nonclassroom
$3,163
$3,105

Total
$7,161
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.1	55.2	53.3	54.5	55.8	57.9	61.2
Nonclassroom dollars:							
Administration	9.3	8.8	9.6	9.3	9.3	9.5	11.0
Plant operations	14.9	14.0	14.2	13.2	13.1	11.3	9.6
Food service	3.8	4.0	3.9	4.0	3.8	4.7	3.9
Transportation	5.2	5.5	5.7	6.0	6.0	4.3	4.1
Student support	8.0	7.6	8.1	7.8	7.4	7.3	5.2
Instruction support	4.4	4.7	5.0	5.0	4.4	4.8	4.8
Other	1.3	0.2	0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.0	18.3	18.2	17.4
Average teacher salary	$36,990	$37,736	$41,457	$43,833
Average years' experience	8.4	8.6	8.5	8.1

Classroom dollar ranking: 98 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $4,372 in salary, and each teacher on assignment earned an additional $2,434.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Students at each school, on average, were required to demonstrate 1 year's academic progress in reading, math, and language arts, or the combined average of the 3 academic areas had to equal or exceed 1 year's academic progress.
- Another goal was linked to parent-student satisfaction.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to employ 1 high school, 1 middle school, and 7 elementary school teachers to reduce class sizes.
- 65 new teachers attended up to 5 days of professional development activities prior to the start of the school year, and all teachers were compensated for an additional 2 days of professional development.

Arlington Elementary School District

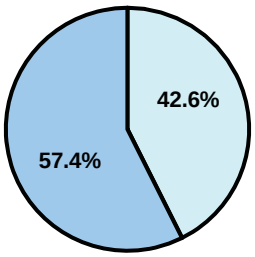
Maricopa County

District size: Small
Students attending: 236
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$5,417
$4,277

Nonclassroom
$4,027
$3,105

Total
$9,444
$7,382

5-year comparison

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	56.5	55.1	54.2	54.3	57.4	57.9	61.2
Nonclassroom dollars:							
Administration	12.4	12.5	12.5	12.1	11.4	9.5	11.0
Plant operations	11.7	13.0	11.7	9.4	11.6	11.3	9.6
Food service	9.6	8.7	7.9	7.9	7.6	4.7	3.9
Transportation	6.4	6.5	7.3	9.4	5.5	4.3	4.1
Student support	2.7	4.1	6.3	6.6	5.6	7.3	5.2
Instruction support	0.7	0.1	0.1	0.1	0.8	4.8	4.8
Other				0.2	0.1	0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	18.8	19.7	18.9	17.4
Average teacher salary	$40,100	$40,338	$42,348	$43,833
Average years' experience	7.4	7.5	8.0	8.1

Classroom dollar ranking: 70 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,918 in salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- The District met Adequate Yearly Progress objectives.
- 80 percent of students met all standards taught by teachers as demonstrated through test scores.
- The student attendance rate was at least 90 percent.
- Each teacher attended 8 hours of professional development activities and received satisfactory performance evaluations.
- Parent satisfaction surveys showed at least a 70 percent approval rating.

Menu

- The District hired 1 teacher to help reduce class size.
- Monies were also used to increase teacher compensation.

Ash Creek Elementary School District

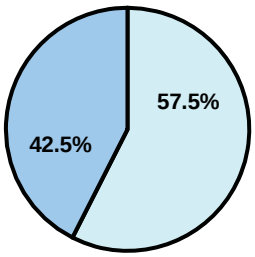
Cochise County

District size:	Very Small
Students attending:	31
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

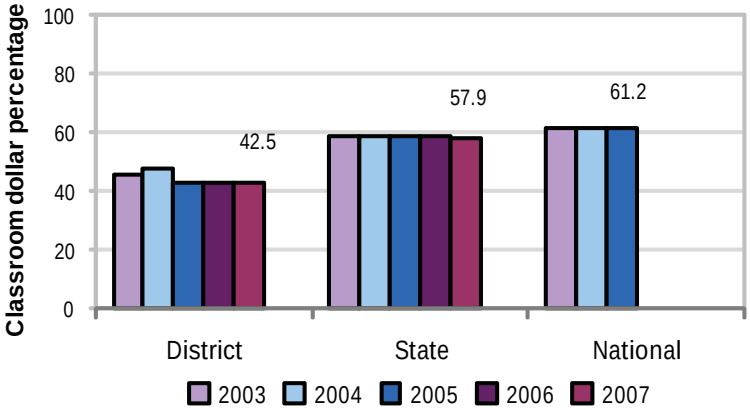


Classroom
$10,509
$4,277

Nonclassroom
$14,201
$3,105

Total
$24,710
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	45.5	47.4	42.6	42.9	42.5	57.9	61.2
Nonclassroom dollars:							
Administration	24.5	23.9	26.1	22.5	24.1	9.5	11.0
Plant operations	10.3	11.4	16.1	16.4	17.4	11.3	9.6
Food service	5.5	5.6	6.1	6.6	5.4	4.7	3.9
Transportation	9.9	8.2	4.5	5.4	6.8	4.3	4.1
Student support	3.2	2.5	3.0	4.2	2.3	7.3	5.2
Instruction support	1.1	1.0	1.6	2.0	1.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.1	10.8	6.5	17.4
Average teacher salary	$32,400	$30,110	$28,133	$43,833
Average years' experience	7.0	4.8	4.6	8.1

Classroom dollar ranking: 208 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,508.

Performance

- The District accomplished its goals, which were based on district performance.
- Students' standardized test scores improved.
- Teachers received satisfactory performance evaluations, attended committee and mentoring workshops and extracurricular activities, and participated in professional development activities focused on math, reading, and ELL certification.
- The results of a survey showed that parents are satisfied with the District's performance.
- Parents participated in monthly activities, such as potluck dinners and principals' socials.
- Teacher and student attendance improved.

Menu

- Monies were used to pay 4 teachers to attend trainings on technology and state standards and earn college credits.
- Monies were also used for AIMS intervention. According to the District, by using technology to enhance student knowledge, AIMS test scores increased.

Ash Fork Joint Unified School District

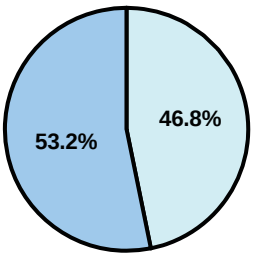
Yavapai County

District size:	Small
Students attending:	241
Number of schools:	3
Number of certified teachers:	20

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

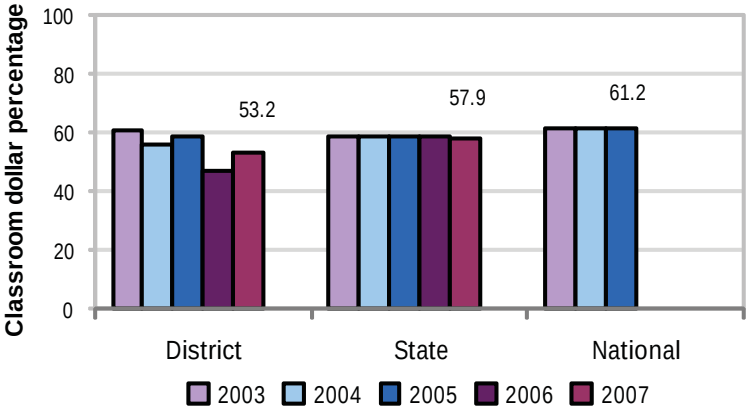


Classroom
$6,397
$4,277

Nonclassroom
$5,624
$3,105

Total
$12,021
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.8	55.6	58.9	47.0	53.2	57.9	61.2
Nonclassroom dollars:							
Administration	18.4	20.5	19.7	31.1	20.2	9.5	11.0
Plant operations	11.3	15.5	13.6	11.4	11.1	11.3	9.6
Food service	2.7	4.0	3.2	2.6	3.2	4.7	3.9
Transportation	2.7	2.1	1.4	1.3	2.7	4.3	4.1
Student support	2.3	2.1	1.5	6.4	7.2	7.3	5.2
Instruction support	1.8	0.2	1.6	0.2	2.4	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.0	13.5	12.1	17.4
Average teacher salary	$42,108	$46,756	$35,639	$43,833
Average years' experience	9.3	6.6	6.3	8.1

Classroom dollar ranking: 149 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,069 in salary.

Performance

- The District accomplished its goal of meeting Adequate Yearly Progress objectives.

Menu

- Monies were used solely to increase teacher compensation to recruit and retain qualified teachers.

Avondale Elementary School District

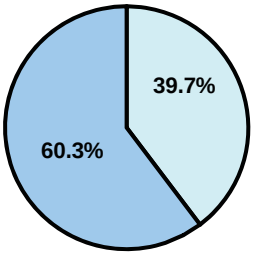
Maricopa County

District size:	Large
Students attending:	5,791
Number of schools:	7
Number of certified teachers:	323

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

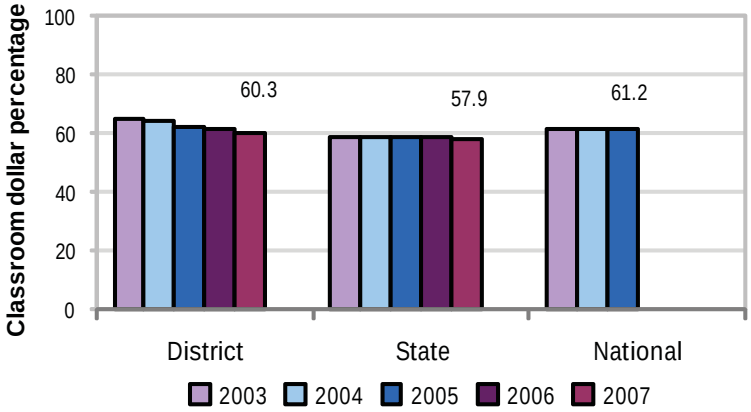


Classroom
$3,998
$4,277

Nonclassroom
$2,635
$3,105

Total
$6,633
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	64.8	64.1	62.1	61.1	60.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.9	8.3	8.8	7.5	8.9	9.5	11.0
Plant operations	9.3	8.7	8.7	9.0	9.4	11.3	9.6
Food service	6.1	6.3	6.3	5.9	6.2	4.7	3.9
Transportation	2.8	3.0	2.7	2.6	2.4	2.4.	4.1
Student support	4.1	4.6	6.2	7.3	6.0	7.3	5.2
Instruction support	4.0	5.0	5.2	6.5	6.7	4.8	4.8
Other				0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.2	19.3	17.9	17.4
Average teacher salary	$44,801	$42,272	$42,325	$43,833
Average years' experience	6.8	6.6	6.4	8.1

Classroom dollar ranking: 37 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $2,989 in additional salary, and each librarian, speech pathologist, counselor, physical therapist, and occupational therapist earned between $475 and $2,283.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- 6 of 7 schools met Adequate Yearly Progress objectives or were labeled "Performing" or better by ADE for AZ LEARNS.
- Student attendance was higher than 96 percent.
- Most teachers maintained a 97 percent attendance rate and participated in professional development activities.
- Committees continued to improve curriculum by sharing ideas and establishing standards and best practice guidelines.
- After-school tutoring and parent-student workshops were held.

Menu

- Monies were used for AIMS intervention, dropout prevention, increased teacher compensation, teacher development, and class size reduction.

Bagdad Unified School District

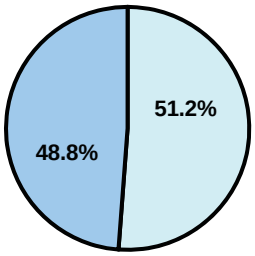
Yavapai County

District size:	Small
Students attending:	336
Number of schools:	2
Number of certified teachers:	21

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

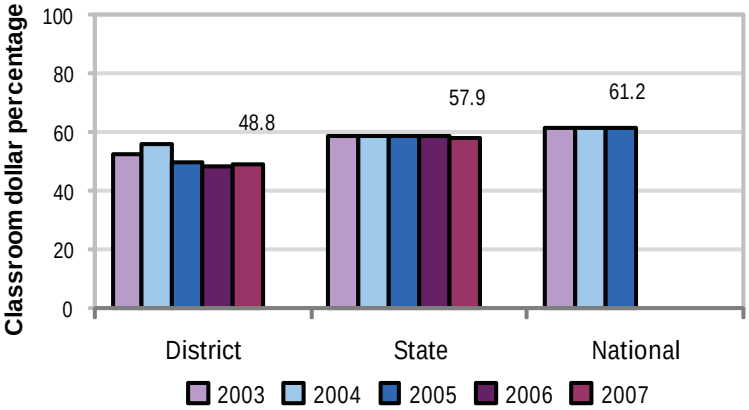


Classroom
$4,277
$4,277

Nonclassroom
$4,493
$3,105

Total
$8,770
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.4	55.9	49.5	48.4	48.8	57.9	61.2
Nonclassroom dollars:							
Administration	20.2	20.0	20.4	20.4	16.8	9.5	11.0
Plant operations	21.5	17.7	18.0	18.0	16.9	11.3	9.6
Food service			4.5	4.6	5.2	4.7	3.9
Transportation	1.7	2.5	2.3	2.3	2.5	4.3	4.1
Student support	1.8	1.6	1.6	2.3	4.8	7.3	5.2
Instruction support	2.3	2.3	3.7	4.0	5.0	4.8	4.8
Other	0.1					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.8	17.2	16.0	17.4
Average teacher salary	$37,075	$39,278	$41,311	$43,833
Average years' experience	8.6	7.2	7.7	8.1

Classroom dollar ranking: 183 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $4,963 in additional salary, each librarian and counselor earned between $3,723 and $4,019, and each instructional aide earned an average of $150.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Students demonstrated 1 year's growth and had improved standardized test scores.
- Students shadowed employees at a local copper mine and learned resume writing and interviewing skills.
- Other goals were linked to teacher professional development activities, attendance, performance evaluations, tutoring, and communication with parents through newsletters and conferences.

Menu

- Monies paid for 1 teacher and 4 instructional aides to help reduce class sizes.
- Monies were also used for dropout prevention summer school and Saturday school programs, to compensate 1 teacher for extra-duty work during the summer, and to pay for educational consulting services for teachers.

Balsz Elementary School District

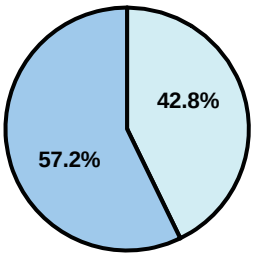
Maricopa County

District size:	Medium
Students attending:	3,323
Number of schools:	5
Number of certified teachers:	183

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

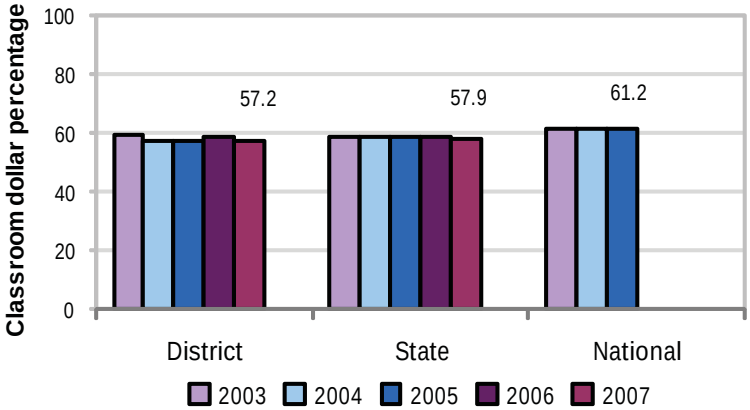


Classroom
$4,217
$4,277

Nonclassroom
$3,150
$3,105

Total
$7,367
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.4	56.9	57.2	58.9	57.2	57.9	61.2
Nonclassroom dollars:							
Administration	9.3	9.5	9.4	9.0	8.5	9.5	11.0
Plant operations	9.9	11.7	10.5	10.0	11.8	11.3	9.6
Food service	6.4	7.7	7.7	7.9	7.7	4.7	3.9
Transportation	3.5	3.2	3.0	2.7	3.4	4.3	4.1
Student support	7.5	7.8	7.4	7.1	7.3	7.3	5.2
Instruction support	4.0	3.2	4.8	4.4	4.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.9	19.1	18.2	17.4
Average teacher salary	$38,280	$41,330	$41,538	$43,833
Average years' experience	6.4	6.8	7.0	8.1

Classroom dollar ranking: 72 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $4,477 in salary, which includes performance pay for fiscal year 2006.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- At least 51 percent of the students who started the school year with the District showed growth in reading and math.
- Teachers attended at least 3 hours of professional development on Six-Traits Writing, Step-Up to Writing, or literacy development.

Menu

- Monies were primarily used to increase eligible employee compensation.
- 2 resource positions were hired to work with ELL students.

Beaver Creek Elementary School District

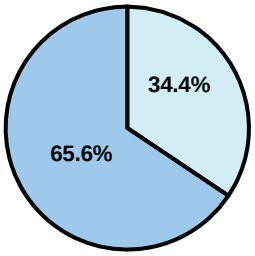
Yavapai County

District size: Small
Students attending: 325
Number of schools: 1
Number of certified teachers: 22

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

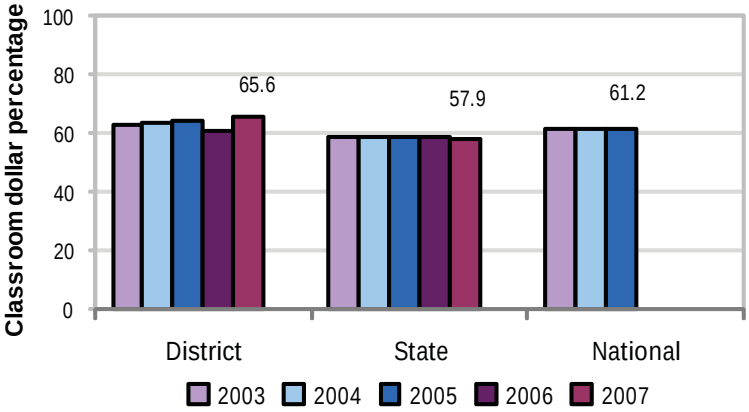


Classroom
$4,524
$4,277

Nonclassroom
$2,372
$3,105

Total
$6,896
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	63.1	63.6	63.9	60.7	65.6	57.9	61.2
Nonclassroom dollars:							
Administration	11.4	10.7	9.6	12.5	9.9	9.5	11.0
Plant operations	9.6	9.6	10.3	10.0	9.2	11.3	9.6
Food service	9.1	8.6	9.2	8.5	7.7	4.7	3.9
Transportation	5.0	5.0	5.3	5.6	4.7	4.3	4.1
Student support	1.3	1.9	1.3	1.8	1.8	7.3	5.2
Instruction support	0.5	0.6	0.4	0.9	1.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.0	19.0	14.8	17.4
Average teacher salary	$36,624	$38,000	$38,776	$43,833
Average years' experience	8.4	9.4	7.8	8.1

Classroom dollar ranking: 9 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,133 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Based on standardized testing, students improved reading and writing scores.
- Teachers demonstrated that classroom curriculum was aligned to state standards.
- Parent satisfaction and involvement were measured by survey results and attendance at parent-teacher organization meetings.

Menu

- Monies were used solely to increase teacher compensation.

Benson Unified School District

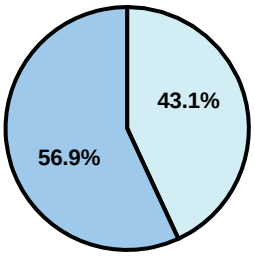
Cochise County

District size:	Medium
Students attending:	972
Number of schools:	4
Number of certified teachers:	65

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,687
$4,277

Nonclassroom
$3,549
$3,105

Total
$8,236
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.7	57.4	57.8	58.6	56.9	57.9	61.2
Nonclassroom dollars:							
Administration	10.4	9.7	11.2	10.8	11.3	9.5	11.0
Plant operations	14.3	15.3	13.2	13.6	13.9	11.3	9.6
Food service	3.9	3.5	3.3	3.2	4.0	4.7	3.9
Transportation	5.8	4.7	5.0	5.3	4.8	4.3	4.1
Student support	7.3	7.0	6.3	5.2	5.3	7.3	5.2
Instruction support	4.6	2.4	3.2	3.3	3.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.9	15.4	15.0	17.4
Average teacher salary	$36,950	$41,449	$40,126	$43,833
Average years' experience	9.1	9.3	9.5	8.1

Classroom dollar ranking: 80 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,468 in salary, each librarian, speech pathologist, and counselor earned an additional $5,200, and each instructional aide earned an additional $1,000.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Students' standardized test scores increased.
- Students' graduation rate was above the state average.
- Parent satisfaction was maintained or improved.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for class size reduction to hire 2 additional teacher aides for kindergarten classes.

Bicentennial Union High School District

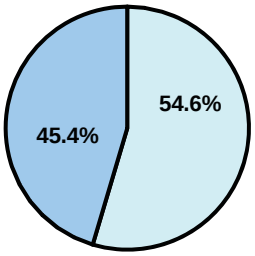
La Paz County

District size: Very Small
Students attending: 129
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

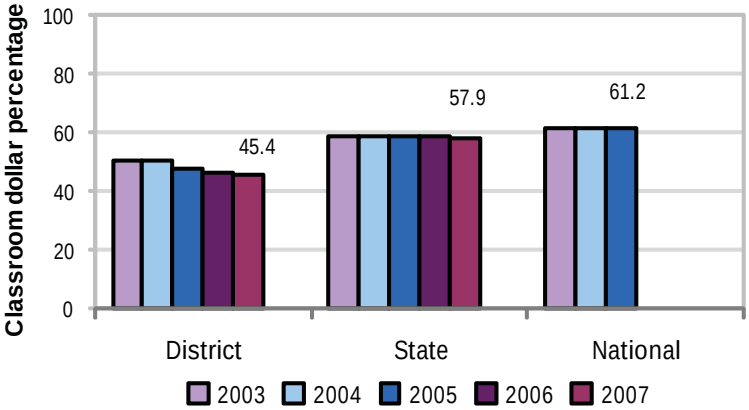


Classroom
$6,525
$4,277

Nonclassroom
$7,859
$3,105

Total
$14,384
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	50.6	50.1	47.4	46.0	45.4	57.9	61.2
Nonclassroom dollars:							
Administration	9.8	10.0	11.7	14.5	14.9	9.5	11.0
Plant operations	15.7	17.3	17.1	14.8	15.1	11.3	9.6
Food service	5.4	4.8	4.0	4.6	5.8	4.7	3.9
Transportation	12.8	12.7	10.7	11.3	11.4	4.3	4.1
Student support	3.0	0.8	3.6	4.0	2.9	7.3	5.2
Instruction support	2.7	4.3	5.5	4.5	4.5	4.8	4.8
Other				0.3		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.9	11.5	10.8	17.4
Average teacher salary	$34,096	$34,848	$46,347	$43,833
Average years' experience	6.9	7.3	6.1	8.1

Classroom dollar ranking: 199 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,076 in salary.

Performance

- The District accomplished all of its goals, which were based on district and individual performance.
- The school was labeled "Performing Plus" by ADE for AZ LEARNS.
- Teachers received satisfactory performance evaluations.
- For the teacher development goal, teachers' weekly lesson plans were evaluated and teachers were observed in the classroom by peers and administrators.

Menu

- Monies were used solely to increase teacher compensation.

Bisbee Unified School District

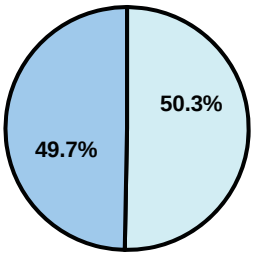
Cochise County

District size:	Medium
Students attending:	944
Number of schools:	4
Number of certified teachers:	57

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

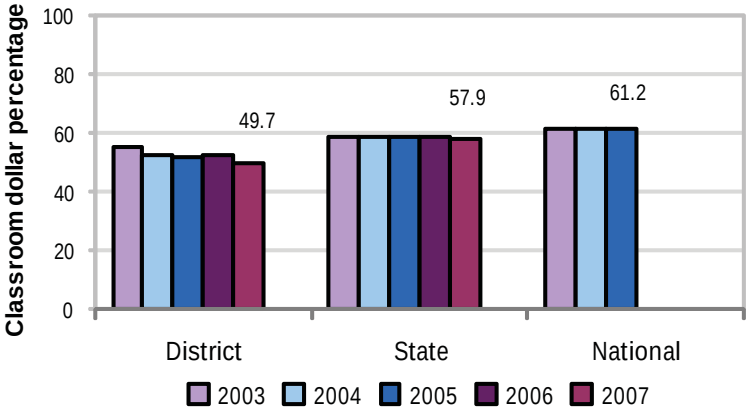


Classroom
$4,083
$4,277

Nonclassroom
$4,135
$3,105

Total
$8,218
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.0	52.5	51.4	52.1	49.7	57.9	61.2
Nonclassroom dollars:							
Administration	11.6	12.1	12.6	14.2	14.1	9.5	11.0
Plant operations	13.7	13.9	12.7	14.1	14.1	11.3	9.6
Food service	6.4	5.3	5.4	5.3	6.2	4.7	3.9
Transportation	5.2	5.1	5.5	5.3	4.7	4.3	4.1
Student support	5.1	7.5	8.1	5.4	7.7	7.3	5.2
Instruction support	3.0	3.6	4.2	3.6	3.5	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.2	16.8	16.6	17.4
Average teacher salary	$36,410	$38,776	$40,415	$43,833
Average years' experience	9.6	9.4	9.5	8.1

Classroom dollar ranking: 179 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,985 in salary.

Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on school performance.
- Schools either achieved Adequate Yearly Progress or received a "Performing" or higher label from ADE for AZ LEARNS.

Menu

- All teachers were compensated for completing additional duties, such as participating on a district task force or school collaborative team.

Blue Elementary School District

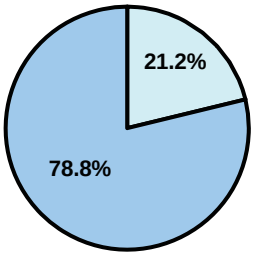
Greenlee County

District size: Very Small
Students attending: 3
Number of schools: 1
Number of certified teachers: 1

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

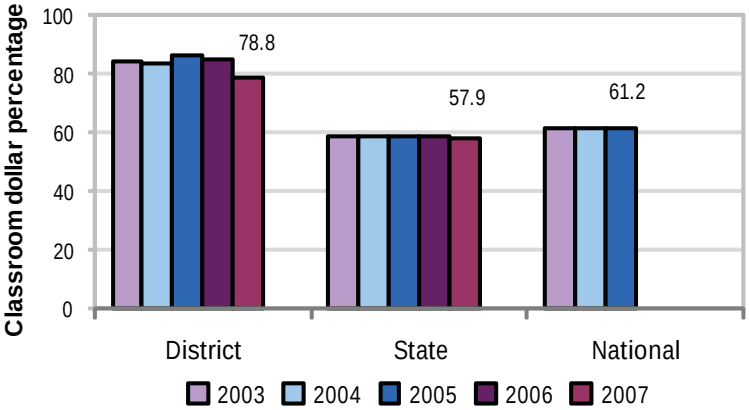


Classroom
$21,399
$4,277

Nonclassroom
$5,755
$3,105

Total
$27,154
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	83.8	83.2	86.4	84.5	78.8	57.9	61.2
Nonclassroom dollars:							
Administration	3.8	0.2		1.3	1.7	9.5	11.0
Plant operations	12.4	16.6	12.4	14.2	15.1	11.3	9.6
Food service						4.7	3.9
Transportation					4.4	4.3	4.1
Student support			1.1			7.3	5.2
Instruction support						4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	4.0	7.0	3.0	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	n/a	n/a	15.0	8.1

Classroom dollar ranking: 1 of 229 districts.

Proposition 301

District-reported 2007 results

- The District received approximately $8,400 in Proposition 301 money over the past 5 years, but as of fiscal year 2007 had not spent any of these monies. However, the District paid the full amount to its teacher in September 2007.

Blue Ridge Unified School District

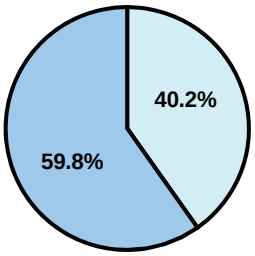
Navajo County

District size:	Medium
Students attending:	2,620
Number of schools:	4
Number of certified teachers:	165

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

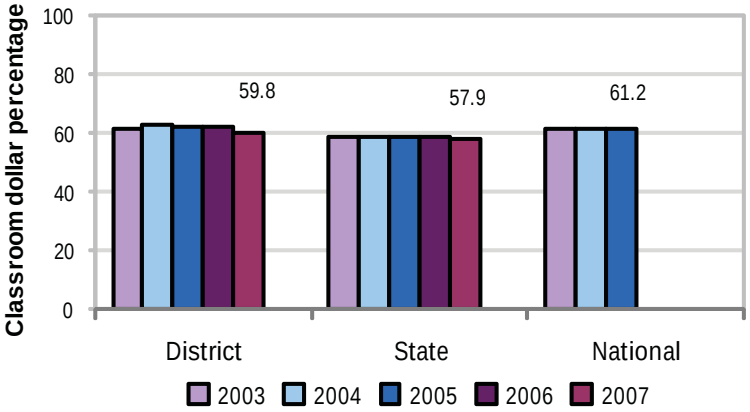


Classroom
$4,086
$4,277

Nonclassroom
$2,747
$3,105

Total
$6,833
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.4	63.1	62.1	61.8	59.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.3	10.4	11.4	10.9	12.5	9.5	11.0
Plant operations	11.9	10.8	10.9	10.7	10.7	11.3	9.6
Food service	4.2	4.2	4.0	4.0	4.4	4.7	3.9
Transportation	4.6	4.4	5.1	5.1	5.0	4.3	4.1
Student support	5.5	5.1	4.6	5.0	5.2	7.3	5.2
Instruction support	1.1	2.0	1.9	2.5	2.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.5	16.0	15.9	17.4
Average teacher salary	$37,683	$36,815	$41,822	$43,833
Average years' experience	10.3	10.4	10.4	8.1

Classroom dollar ranking: 43 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,760 in salary, and each counselor earned an additional $5,155.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement in identified areas of need increased.
- Parent involvement in their children's education increased.
- Survey results showed increased parent satisfaction with the District.

Menu

- Monies were primarily used to increase eligible employee compensation.
- A counselor was paid to work with students at risk of dropping out.
- Monies were also used for professional development activities.

Bonita Elementary School District

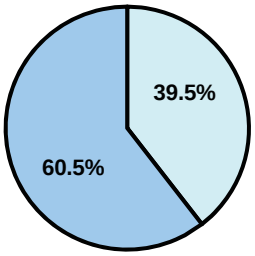
Graham County

District size:	Very Small
Students attending:	97
Number of schools:	1
Number of certified teachers:	10

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

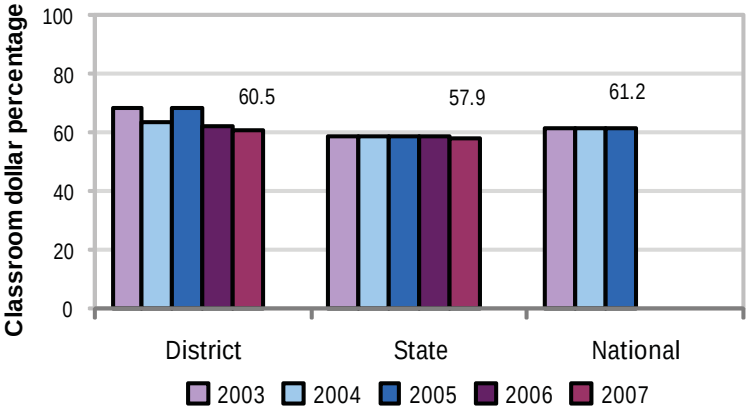


Classroom
$7,953
$4,277

Nonclassroom
$5,202
$3,105

Total
$13,155
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	68.2	63.4	68.1	62.1	60.5	57.9	61.2
Nonclassroom dollars:							
Administration	15.2	15.5	12.3	15.2	17.7	9.5	11.0
Plant operations	10.5	11.4	10.0	10.5	10.4	11.3	9.6
Food service				2.8	4.6	4.7	3.9
Transportation	2.1	2.7	4.4	5.1	4.3	4.3	4.1
Student support	3.3	1.9	2.5	1.5	0.3	7.3	5.2
Instruction support	0.7	5.1	2.7	2.8	2.2	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.4	9.1	9.7	17.4
Average teacher salary	$32,943	$38,776	$42,934	$43,833
Average years' experience	12.4	12.7	13.2	8.1

Classroom dollar ranking: 33 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,949 in salary, and each instructional aide received an additional $837.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- Based on pre- and post-test scores, at least 75 percent of students made academic progress in reading, math, and writing.
- Teacher-created curriculum maps were used to document assessment of Arizona State Standards.
- Teachers implemented a student attendance incentive program and contacted each student's parents at least once each grading period to give positive feedback.

Menu

- Monies were used solely to increase eligible employee compensation.

Bouse Elementary School District

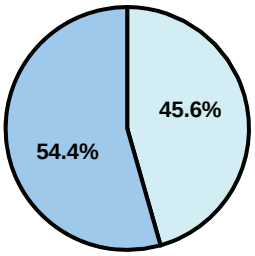
La Paz County

District size:	Very Small
Students attending:	47
Number of schools:	1
Number of certified teachers:	6

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

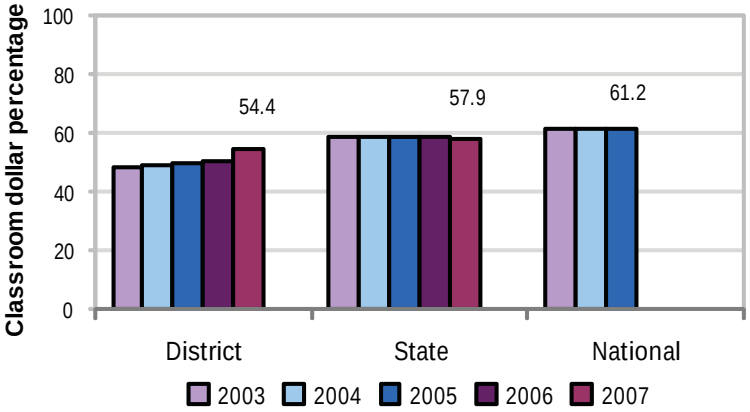


Classroom
$8,343
$4,277

Nonclassroom
$6,991
$3,105

Total
$15,334
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.2	49.1	49.6	50.5	54.4	57.9	61.2
Nonclassroom dollars:							
Administration	26.3	24.0	21.7	21.7	16.7	9.5	11.0
Plant operations	7.7	9.9	11.6	11.1	10.5	11.3	9.6
Food service	8.6	8.0	9.6	10.3	11.1	4.7	3.9
Transportation	4.5	3.5	3.3	3.7	3.8	4.3	4.1
Student support	1.8	5.5	3.7	2.4	0.7	7.3	5.2
Instruction support	2.9		0.5	0.3	2.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	8.7	9.7	7.9	17.4
Average teacher salary	$31,117	$29,047	$34,352	$43,833
Average years' experience	8.3	8.0	8.2	8.1

Classroom dollar ranking: 125 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,746 in salary, and each instructional aide earned an additional $248.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers attended a minimum of 1 monthly in-service training, received acceptable performance evaluations, developed professional goals and documented their progress in completing the goals, and maintained logs of contacts with parents.

Menu

- Monies were used to pay for qualified evaluator training for the District's head teacher/administrator and to pay 5 teachers for attending math training.

Bowie Unified School District

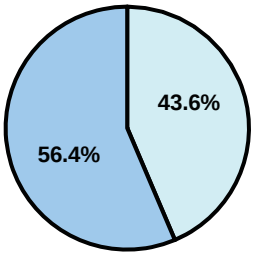
Cochise County

District size:	Very Small
Students attending:	91
Number of schools:	2
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

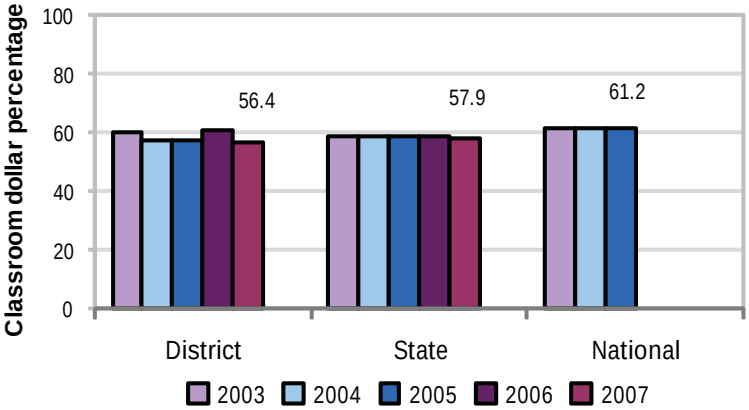


Classroom
$9,166
$4,277

Nonclassroom
$7,087
$3,105

Total
$16,253
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.3	57.1	57.5	60.7	56.4	57.9	61.2
Nonclassroom dollars:							
Administration	11.3	11.7	13.9	12.9	18.2	9.5	11.0
Plant operations	12.4	13.1	14.7	14.2	13.5	11.3	9.6
Food service	1.5	1.8	4.2	4.2	4.6	4.7	3.9
Transportation	5.1	5.9	3.6	2.8	3.3	4.3	4.1
Student support	1.9	2.0	4.3	2.4	2.5	7.3	5.2
Instruction support	7.5	8.4	1.8	2.8	1.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	7.6	8.6	7.6	17.4
Average teacher salary	$39,164	$41,450	$40,661	$43,833
Average years' experience	9.8	10.8	11.2	8.1

Classroom dollar ranking: 90 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $2,710 in additional salary, and each instructional aide earned $1,898.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Curriculum was aligned to state standards.
- Teachers contacted parents with positive comments at least one time each semester.
- Drop-out, graduation, and attendance rates were all within acceptable standards.

Menu

- Eligible employees were compensated for participating in curriculum mapping, and for revising and consolidating a No Child Left Behind plan and application

Buckeye Elementary School District

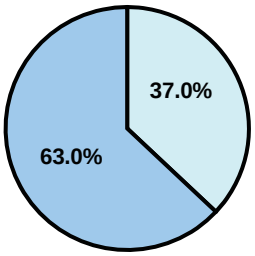
Maricopa County

District size:	Medium
Students attending:	3,512
Number of schools:	5
Number of certified teachers:	174

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

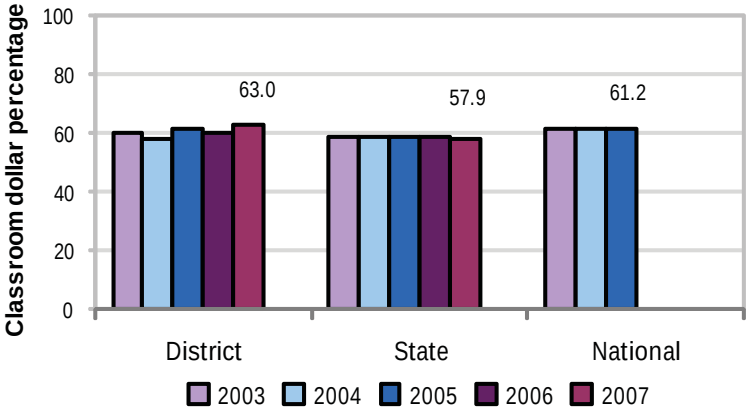


Classroom
$3.894
$4,277

Nonclassroom
$2,285
$3,105

Total
$6,179
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	60.1	57.9	61.4	60.3	63.0	57.9	61.2
Nonclassroom dollars:							
Administration	11.9	12.1	10.9	10.9	9.5	9.5	11.0
Plant operations	9.6	10.5	9.7	10.3	9.3	11.3	9.6
Food service	4.6	5.5	5.7	5.6	5.9	4.7	3.9
Transportation	3.8	3.5	3.6	3.2	2.8	4.3	4.1
Student support	5.9	5.4	4.7	4.3	3.8	7.3	5.2
Instruction support	4.1	5.1	4.0	5.4	5.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	20.2	23.9	20.2	17.4
Average teacher salary	$35,043	$34,431	$35,969	$43,833
Average years' experience	7.3	7.3	6.0	8.1

Classroom dollar ranking: 14 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned between $3,215 and $3,720 in additional salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Students' AIMS test scores in reading, writing, and math increased.
- Teachers participated in at least 30 hours of professional development activities as well as curriculum development.

Menu

- 9 kindergarten through 8th-grade teachers were hired for class size reduction.
- Monies were also used to pay relocation stipends and to further compensate teachers for improved student achievement.

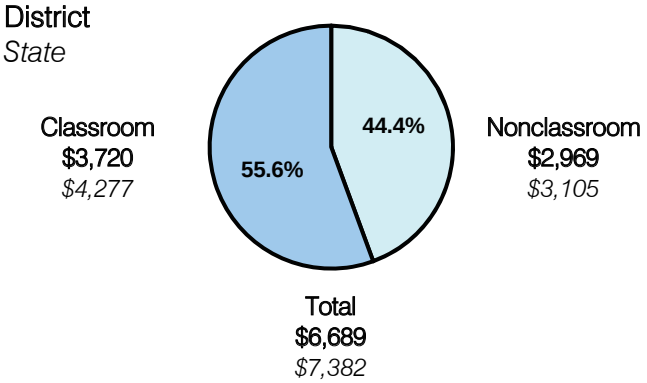
Buckeye Union High School District

Maricopa County

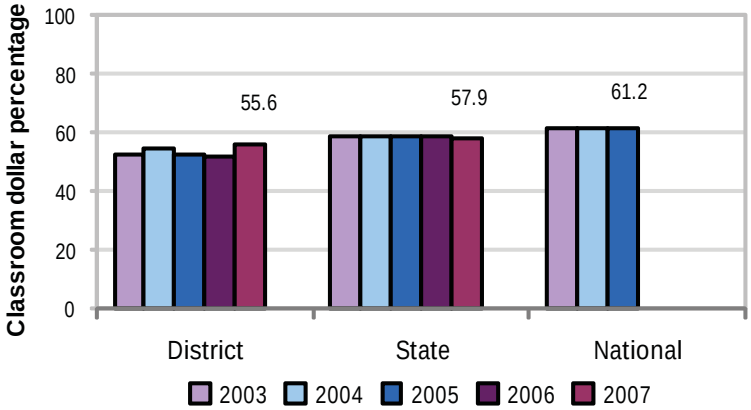
District size:	Medium
Students attending:	2,609
Number of schools:	3
Number of certified teachers:	120

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.1	54.2	52.1	51.7	55.6	57.9	61.2
Nonclassroom dollars:							
Administration	13.6	14.3	12.6	13.4	11.3	9.5	11.0
Plant operations	15.5	13.9	17.1	15.2	14.2	11.3	9.6
Food service	3.6	4.3	3.4	3.4	3.1	4.7	3.9
Transportation	5.9	4.6	4.0	4.7	5.4	4.3	4.1
Student support	5.9	5.4	6.6	7.1	6.0	7.3	5.2
Instruction support	3.1	3.2	4.2	4.2	4.2	4.8	4.8
Other	0.3	0.1		0.3	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.8	20.4	21.7	17.4
Average teacher salary	$32,873	$38,043	$40,207	$43,833
Average years' experience	6.4	6.5	6.8	8.1

Classroom dollar ranking: 102 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and teacher mentor earned $6,543 in additional salary, and each instructional aide earned an additional $308.

Performance

- The District accomplished its goals, which were based on individual performance.
- Students' scores on pre- and post-tests of a state standard or competency increased by at least 15 percent.
- Each teacher completed 15 hours of professional development activities to obtain full SEI endorsement.
- Teachers attended an Internet safety online program.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to use monies to compensate 2 employees for monitoring the Classroom Site Fund program.

Bullhead City Elementary School District

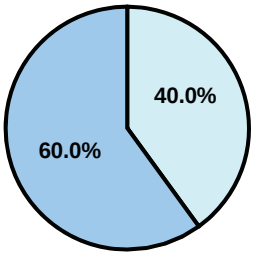
Mohave County

District size:	Medium
Students attending:	3,687
Number of schools:	7
Number of certified teachers:	202

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

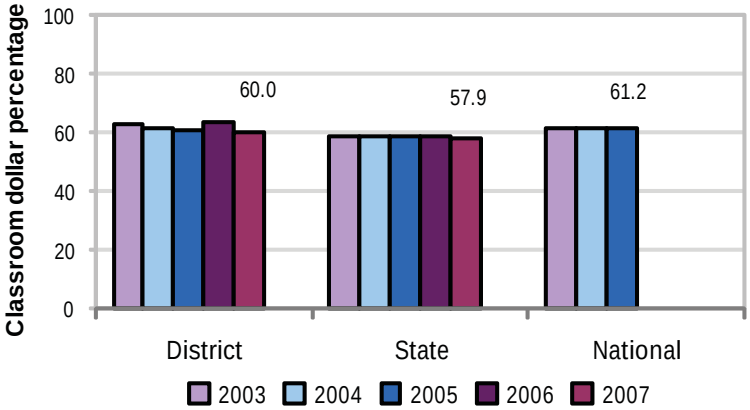


Classroom
$3,728
$4,277

Nonclassroom
$2,490
$3,105

Total
$6,218
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	17.2	17.3	18.3	17.4
Average teacher salary	$35,364	$37,070	$38,700	$43,833
Average years' experience	6.0	5.9	5.8	8.1

Classroom dollar ranking: 41 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,562 in salary, and each librarian, speech pathologist, and counselor earned between $1,342 and $3,368 in additional salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- All schools developed school improvement plans following the Arizona School Improvement Plan model and had daily attendance at or above 94 percent.
- Standardized test scores were used to monitor student progress.

Menu

- Monies were used to hire additional teachers and instructional aides to help with the Reading First program.
- Monies were also used for teachers to attend professional development workshops for math, reading, writing, and technology.

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	62.9	61.3	60.9	63.4	60.0	57.9	61.2
Nonclassroom dollars:							
Administration	10.1	10.4	9.4	9.1	10.6	9.5	11.0
Plant operations	8.6	8.9	9.6	9.0	9.5	11.3	9.6
Food service	5.6	6.2	6.1	6.0	6.2	4.7	3.9
Transportation	3.6	4.0	4.1	4.1	4.2	4.3	4.1
Student support	4.4	4.3	4.6	3.3	3.2	7.3	5.2
Instruction support	4.8	4.9	5.3	5.1	6.3	4.8	4.8
Other						0.2	0.2

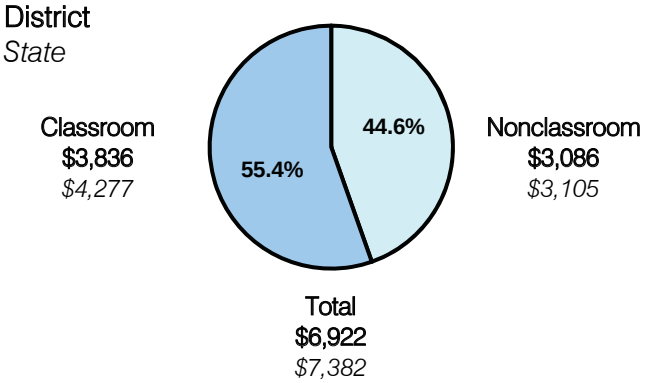
Camp Verde Unified School District

Yavapai County

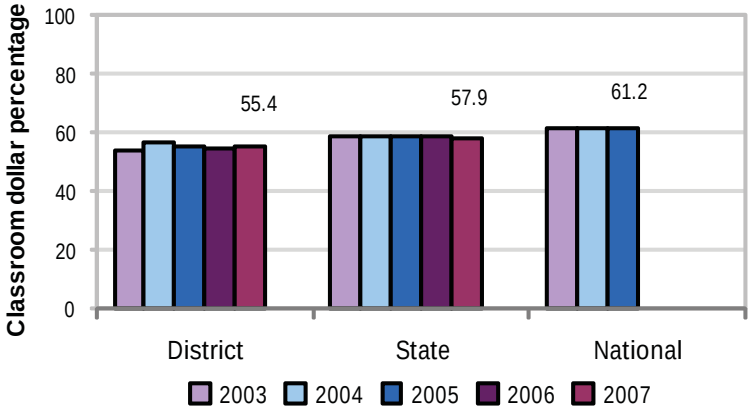
District size:	Medium
Students attending:	1,488
Number of schools:	4
Number of certified teachers:	82

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.8	56.3	55.4	54.2	55.4	57.9	61.2
Nonclassroom dollars:							
Administration	8.1	8.8	9.4	9.6	10.0	9.5	11.0
Plant operations	16.6	13.5	13.6	14.8	13.8	11.3	9.6
Food service	4.6	4.6	4.4	4.8	4.6	4.7	3.9
Transportation	4.7	5.0	5.3	5.4	5.6	4.3	4.1
Student support	9.1	8.3	8.1	7.8	7.6	7.3	5.2
Instruction support	3.1	3.5	3.8	3.4	3.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.4	17.7	18.3	17.4
Average teacher salary	$35,197	$36,365	$41,039	$43,833
Average years' experience	9.0	9.3	8.9	8.1

Classroom dollar ranking: 107 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned an additional $5,740 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Elementary students participated in a new reading series, middle school students studied the book *25 Ways to Work with People*, and high school students focused on cross-disciplinary lessons to address AIMS language arts and math standards.
- Most teachers participated in professional development activities, committees, teacher mentoring, after-school tutoring, and extracurricular activities.

Menu

- Monies were used primarily to increase eligible employee compensation.
- The District continued to use monies to pay an elementary school teacher to reduce class sizes.
- Monies were also used for summer school dropout prevention activities.

Canon Elementary School District

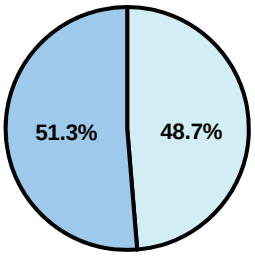
Yavapai County

District size: Very Small
Students attending: 164
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

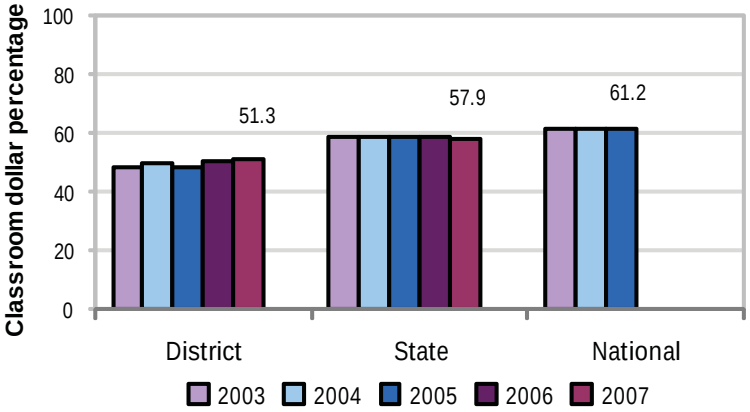


Classroom
$5,139
$4,277

Nonclassroom
$4,877
$3,105

Total
$10,016
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.5	49.5	48.1	50.5	51.3	57.9	61.2
Nonclassroom dollars:							
Administration	21.0	18.1	20.5	19.1	19.7	9.5	11.0
Plant operations	13.0	14.5	14.5	14.6	13.4	11.3	9.6
Food service	6.7	7.6	7.8	8.1	7.9	4.7	3.9
Transportation	7.9	7.6	5.1	6.7	6.1	4.3	4.1
Student support	2.9	2.7	3.8	0.8	1.2	7.3	5.2
Instruction support			0.2	0.2	0.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.6	15.1	14.3	17.4
Average teacher salary	$33,445	$36,017	$39,770	$43,833
Average years' experience	9.1	8.8	7.6	8.1

Classroom dollar ranking: 166 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,000 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- At least 60 percent of students met or exceeded standards on standardized tests.
- Teachers integrated technology into the curriculum, received satisfactory performance evaluations, and participated in professional development, tutoring, committee, or volunteer activities.
- Student attendance was at least 94 percent.
- Parent and student satisfaction was assessed through end-of-the-year surveys.
- Other goals were linked to curriculum development.

Menu

- Monies continued to be used to pay for a physical education teacher to reduce class sizes to 1 grade per class and a kindergarten teacher to reduce class sizes from 28 students to 14.

Cartwright Elementary School District

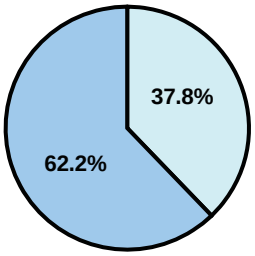
Maricopa County

District size:	Large
Students attending:	19,188
Number of schools:	22
Number of certified teachers:	1,131

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

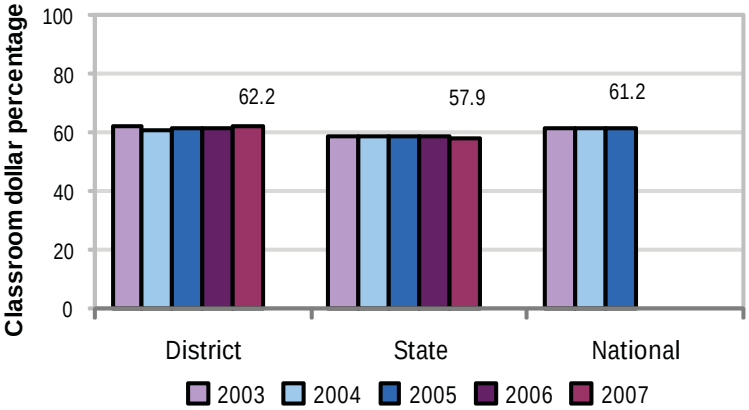


Classroom
$4,364
$4,277

Nonclassroom
$2,649
$3,105

Total
$7,013
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.0	60.7	61.6	61.3	62.2	57.9	61.2
Nonclassroom dollars:							
Administration	8.9	8.8	8.3	8.0	8.0	9.5	11.0
Plant operations	8.7	8.8	8.7	8.4	8.3	11.3	9.6
Food service	6.2	6.1	6.1	6.1	5.4	4.7	3.9
Transportation	1.6	1.6	1.5	1.5	1.5	4.3	4.1
Student support	6.4	7.7	7.4	7.0	7.1	7.3	5.2
Instruction support	6.2	6.3	6.4	7.7	7.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.9	19.4	17.0	17.4
Average teacher salary	$54,835	$49,723	$53,355	$43,833
Average years' experience	7.2	6.1	6.8	8.1

Classroom dollar ranking: 21 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned an additional $4,841 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished some of its goals, which were measured based on fiscal year 2006 school performance.
- 4 student achievement goals were linked to students' standardized test scores. Only 1 of these goals was met.
- Each school achieved at least a 95 percent attendance rate each day during AIMS testing.
- Teachers could earn money by earning an English As a Second Language endorsement.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Approximately 3,500 students were provided AIMS intervention activities focused on improving reading and math skills.
- Approximately 2,200 8th-grade students received additional tutoring to prepare them for high school placement testing.
- Teachers attended professional development programs focused on improving students' AIMS test results.

Casa Grande Elementary School District

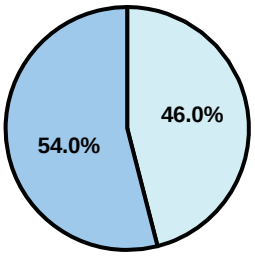
Pinal County

District size:	Large
Students attending:	6,305
Number of schools:	10
Number of certified teachers:	355

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,821
$4,277

Nonclassroom
$3,251
$3,105

Total
$7,072
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.4	56.0	54.5	55.2	54.0	57.9	61.2
Nonclassroom dollars:							
Administration	12.3	10.6	10.3	9.6	9.9	9.5	11.0
Plant operations	10.3	11.1	11.2	10.6	11.2	11.3	9.6
Food service	4.8	4.9	5.3	5.2	5.4	4.7	3.9
Transportation	4.8	5.0	5.7	6.2	7.3	4.3	4.1
Student support	6.2	6.6	6.9	6.6	7.3	7.3	5.2
Instruction support	5.2	5.8	6.0	6.6	4.9	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	19.0	17.8	17.4
Average teacher salary	$41,810	$42,529	$42,869	$43,833
Average years' experience	7.7	7.3	7.1	8.1

Classroom dollar ranking: 132 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,275 in salary, and each librarian, speech pathologist, behavior interventionist, occupational therapist, and counselor earned between $4,988 and $7,275.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- All eligible employees met the 59 indicators of performance on the District's performance evaluation.

Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included hiring additional instructional aides to provide before- and after-school tutoring.
- Teachers attended professional development trainings in differentiated instruction, brain research, classroom management, and reading strategies.

Casa Grande Union High School District

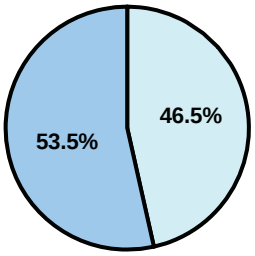
Pinal County

District size:	Medium
Students attending:	3,349
Number of schools:	3
Number of certified teachers:	172

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,946
$4,277

Nonclassroom
$3,433
$3,105

Total
$7,379
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.8	55.1	53.3	54.0	53.5	57.9	61.2
Nonclassroom dollars:							
Administration	9.4	8.9	10.0	10.1	9.8	9.5	11.0
Plant operations	11.9	12.5	13.0	12.2	11.9	11.3	9.6
Food service	4.3	4.0	4.3	4.8	5.2	4.7	3.9
Transportation	7.2	6.0	7.1	8.2	8.4	4.3	4.1
Student support	9.8	11.5	10.4	9.5	9.9	7.3	5.2
Instruction support	1.3	1.6	1.4	0.8	0.9	4.8	4.8
Other	0.3	0.4	0.5	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.3	18.9	19.5	17.4
Average teacher salary	$45,522	$44,572	$44,074	$43,833
Average years' experience	8.9	8.6	8.4	8.1

Classroom dollar ranking: 143 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $7,912 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Schools had to earn a "performing" label or higher from ADE for AZ LEARNS.
- Teachers could not receive performance pay if they were on a performance improvement plan.

Menu

- Monies were used solely to increase eligible employee compensation, which the District reports enabled it to attract more highly qualified teachers in core subject areas.

Catalina Foothills Unified School District

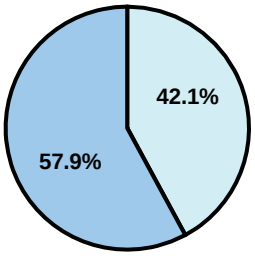
Pima County

District size:	Medium
Students attending:	4,568
Number of schools:	7
Number of certified teachers:	287

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

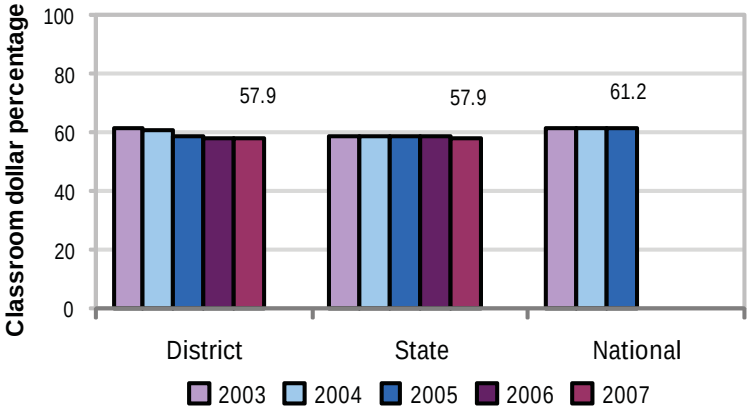


Classroom
$4,417
$4,277

Nonclassroom
$3,216
$3,105

Total
$7,633
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	16.9	16.7	15.9	17.4
Average teacher salary	$40,123	$39,960	$42,980	$43,833
Average years' experience	9.3	9.3	9.3	8.1

Classroom dollar ranking: 66 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,330 in salary, and each librarian, speech pathologist, counselor, and reading specialist earned between $2,320 and $5,493.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Using standardized tests as a measurement, each school established student achievement goals in reading, writing, and math.
- Teachers had to teach for a minimum of 120 days, receive satisfactory performance evaluations, and participate in teams assessing student-related data.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay for 1 elementary school teacher and several instructional aides for kindergarten through 5th-grade classrooms to reduce class sizes.
- AIMS intervention efforts included hiring math and writing instructors equal to 1 full-time equivalent position for the high school.
- Monies were also used to pay for professional development training focusing on math.

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	61.4	60.5	58.4	58.1	57.9	57.9	61.2
Nonclassroom dollars:							
Administration	10.2	11.3	12.3	12.5	13.4	9.5	11.0
Plant operations	12.0	11.9	11.6	11.6	11.4	11.3	9.6
Food service	2.9	2.9	3.1	3.7	4.0	4.7	3.9
Transportation	4.3	4.2	4.8	4.2	4.1	4.3	4.1
Student support	5.3	5.5	5.5	5.3	5.0	7.3	5.2
Instruction support	3.7	3.3	3.8	4.2	4.2	4.8	4.8
Other	0.2	0.4	0.5	0.4		0.2	0.2

Cave Creek Unified School District

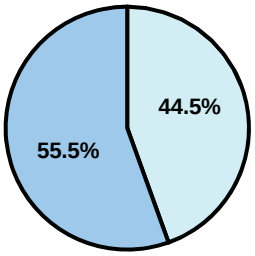
Maricopa County

District size:	Large
Students attending:	5,653
Number of schools:	8
Number of certified teachers:	315

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,878
$4,277

Nonclassroom
$3,104
$3,105

Total
$6,982
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.3	57.2	59.7	59.6	55.5	57.9	61.2
Nonclassroom dollars:							
Administration	9.3	10.0	9.5	9.5	10.1	9.5	11.0
Plant operations	12.1	12.4	10.5	9.3	11.3	11.3	9.6
Food service	3.0	3.5	3.9	3.8	3.8	4.7	3.9
Transportation	4.9	5.5	5.7	5.3	5.9	4.3	4.1
Student support	7.5	7.9	7.5	8.5	9.0	7.3	5.2
Instruction support	4.7	3.3	3.0	3.8	4.1	4.8	4.8
Other	0.2	0.2	0.2	0.2	0.3	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.2	18.5	18.0	17.4
Average teacher salary	$42,128	$40,878	$40,917	$43,833
Average years' experience	7.6	8.0	8.1	8.1

Classroom dollar ranking: 104 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, speech therapist, and instructional coach earned $4,499 in additional salary, and each audiologist earned an additional $1,065.

Performance

- The District accomplished its goals, which were based on individual performance.
- Eligible employees were required to receive satisfactory performance evaluations.
- Teachers set student achievement goals for their classes and provided evidence that goals were met.

Menu

- The District continued to use monies primarily to increase eligible employee compensation.
- A part-time teacher was hired to provide AIMS intervention activities for high school students.
- The District hired seven teachers to reduce class size.
- Menu monies were also used for professional development activities and dropout prevention.

Cedar Unified School District

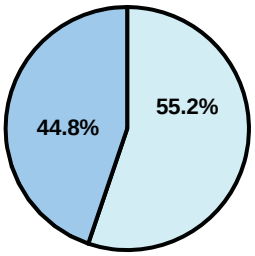
Navajo County

District size:	Small
Students attending:	420
Number of schools:	2
Number of certified teachers:	35

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

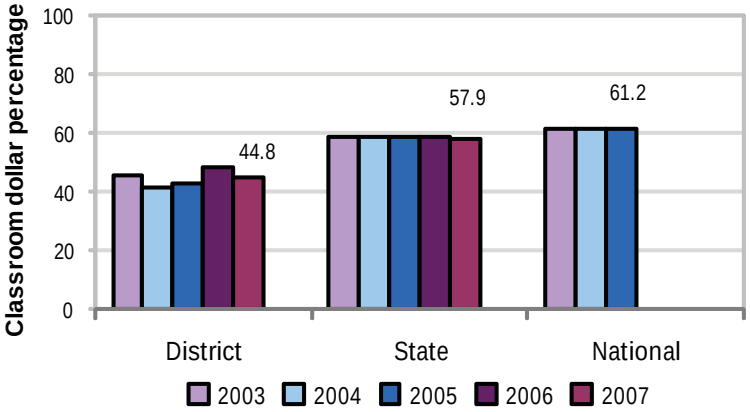


Classroom
$7,529
$4,277

Nonclassroom
$9,267
$3,105

Total
$16,796
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	45.3	41.6	43.0	48.1	44.8	57.9	61.2
Nonclassroom dollars:							
Administration	16.5	14.0	16.3	13.3	14.4	9.5	11.0
Plant operations	14.8	16.0	15.8	14.3	14.9	11.3	9.6
Food service	3.8	4.4	3.4	3.6	3.5	4.7	3.9
Transportation	11.0	12.9	11.9	11.5	11.1	4.3	4.1
Student support	5.2	7.1	6.0	5.3	6.4	7.3	5.2
Instruction support	3.3	3.9	3.4	3.9	4.9	4.8	4.8
Other	0.1	0.1	0.2			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	11.9	11.8	12.0	17.4
Average teacher salary	$39,781	$39,383	$41,788	$43,833
Average years' experience	10.2	9.7	10.4	8.1

Classroom dollar ranking: 203 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,690 in salary, and each librarian, counselor, and Reading First Coach earned between $2,850 and $4,275 in additional salary.

Performance

- The District met most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- The District paid $250 for each quarter that the school-wide math and reading levels met specified achievement levels.
- Teachers were reimbursed for certification costs, test fees, and graduate-level courses completed.
- Other goals were linked to teacher attendance and school activities.

Menu

- Monies were used solely to increase eligible employee compensation.

Central Arizona Valley Institute of Technology

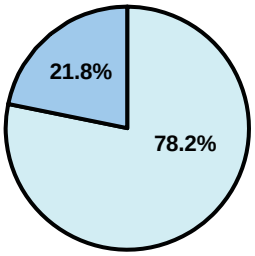
Pinal County

District size:	Very Small
Students attending:	25
Number of schools:	1
Number of certified teachers:	2

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

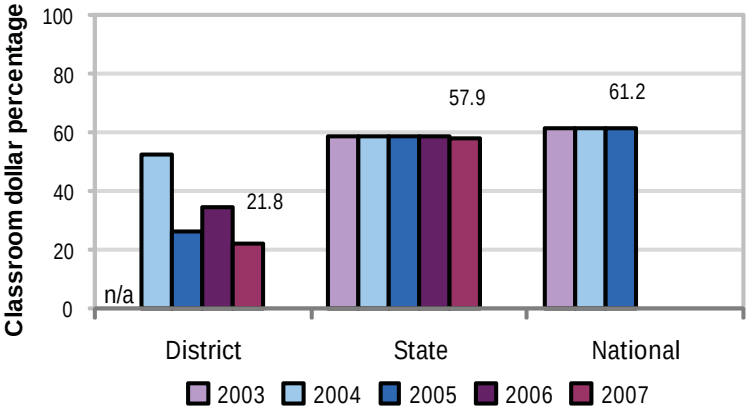


Classroom
$7,368
$4,277

Nonclassroom
$26,362
$3,105

Total
$33,730
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	n/a	52.6	26.1	34.6	21.8	57.9	61.2
Nonclassroom dollars:	n/a						
Administration		30.1	32.0	45.4	43.0	9.5	11.0
Plant operations		3.5	5.0	4.7	9.2	11.3	9.6
Food service						4.7	3.9
Transportation						4.3	4.1
Student support				0.2		7.3	5.2
Instruction support		13.8	36.9	15.1	26.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.0	20.0	12.7	17.4
Average teacher salary	$34,902	$38,152	$39,911	$43,833
Average years' experience	n/a	2.0	1.0	8.1

Classroom dollar ranking: 223 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,599 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Student achievement goals were based on students' scores on standardized skills tests.
- At least 90 percent of parents responding to a survey reported satisfaction with the District.

Menu

- Monies were used primarily to increase teacher compensation.
- Monies were also used to pay for conference registrations.

Chandler Unified School District

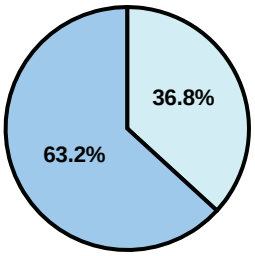
Maricopa County

District size:	Very Large
Students attending:	32,122
Number of schools:	34
Number of certified teachers:	1,761

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

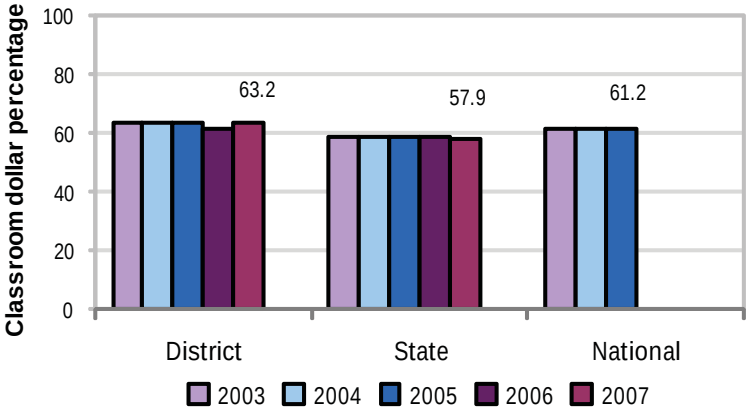


Classroom
$4,197
$4,277

Nonclassroom
$2,443
$3,105

Total
$6,640
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	63.2	63.6	63.7	61.1	63.2	57.9	61.2
Nonclassroom dollars:							
Administration	8.5	8.2	8.1	8.6	8.1	9.5	11.0
Plant operations	10.2	10.2	9.9	10.8	10.2	11.3	9.6
Food service	4.9	5.2	5.2	5.1	4.4	4.7	3.9
Transportation	4.0	3.9	4.0	3.5	3.6	4.3	4.1
Student support	4.4	4.6	4.4	6.3	5.7	7.3	5.2
Instruction support	4.7	4.2	4.5	4.4	4.7	4.8	4.8
Other	0.1	0.1	0.2	0.2	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.9	19.9	18.2	17.4
Average teacher salary	$43,391	$41,439	$49,822	$43,833
Average years' experience	7.4	7.4	7.1	8.1

Classroom dollar ranking: 12 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $4,758 and $5,394 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Student achievement goals were tied to schools' standardized test results or AZ LEARNS ratings from ADE.
- Most teachers completed required professional development courses and activities.
- Other goals were linked to student attendance, dropout rates, and parent-student satisfaction.

Menu

- Monies were primarily used to increase eligible employee compensation.
- To reduce class size, the District employed 20 teachers to teach core classes and 23 instructional aides.
- Over 2,500 students and 90 teachers participated in AIMS intervention activities.
- Approximately 450 teachers participated in professional development activities.
- Dropout prevention activities resulted in students maintaining passing grades and earning credits toward graduation.

Chinle Unified School District

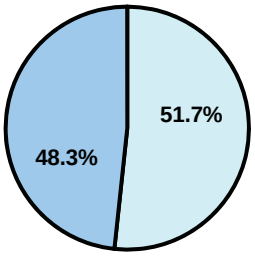
Apache County

District size:	Medium
Students attending:	3,659
Number of schools:	7
Number of certified teachers:	247

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

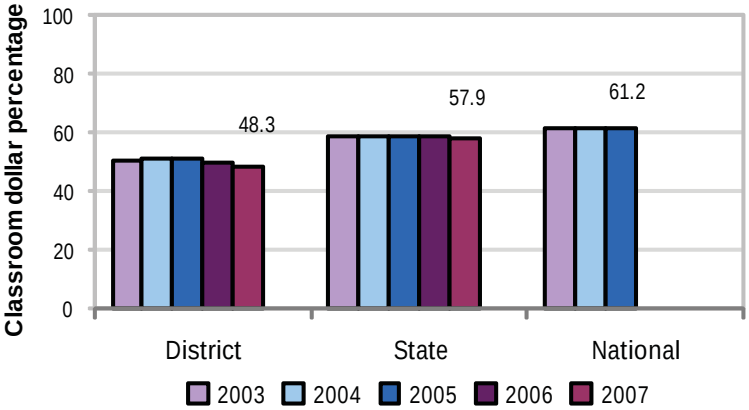


Classroom
$5,517
$4,277

Nonclassroom
$5,904
$3,105

Total
$11,421
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	50.2	50.8	51.1	49.6	48.3	57.9	61.2
Nonclassroom dollars:							
Administration	7.8	7.3	7.3	7.3	8.2	9.5	11.0
Plant operations	15.1	14.5	13.1	14.7	14.3	11.3	9.6
Food service	5.8	5.5	5.8	5.0	5.2	4.7	3.9
Transportation	6.8	7.1	7.7	7.3	7.5	4.3	4.1
Student support	11.8	12.8	13.0	14.5	14.8	7.3	5.2
Instruction support	2.5	1.7	2.0	1.6	1.7	4.8	4.8
Other		0.3				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.1	14.3	14.8	17.4
Average teacher salary	$42,902	$43,413	$44,689	$43,833
Average years' experience	9.8	10.1	10.4	8.1

Classroom dollar ranking: 186 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and school improvement specialist earned between $4,287 and $4,447 in additional salary, and each audiologist earned an additional $1,800.

Performance

- The District accomplished its goals, which were the same as the prior two fiscal years' goals and were based on school performance.
- Students met school-established goals for achievement on vocabulary, reading comprehension, and math tests.

Menu

- Monies continued to be used to compensate eligible employees for attending up to 5 professional involvement days, which were focused on addressing each site's school improvement plan.

Chino Valley Unified School District

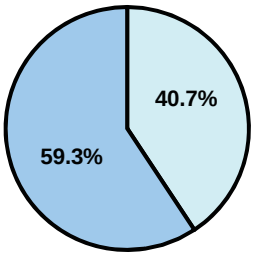
Yavapai County

District size:	Medium
Students attending:	2,702
Number of schools:	4
Number of certified teachers:	152

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

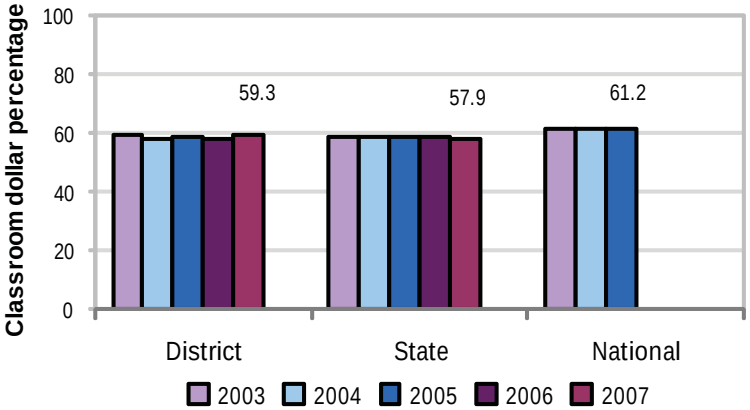


Classroom
$3,945
$4,277

Nonclassroom
$2,710
$3,105

Total
$6,655
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.6	57.9	58.7	58.2	59.3	57.9	61.2
Nonclassroom dollars:							
Administration	11.9	12.3	12.5	12.7	12.8	9.5	11.0
Plant operations	9.9	11.3	9.7	9.6	9.3	11.3	9.6
Food service	6.6	6.4	5.7	5.8	5.4	4.7	3.9
Transportation	4.5	5.3	5.0	5.5	5.2	4.3	4.1
Student support	5.5	5.3	6.3	5.9	5.8	7.3	5.2
Instruction support	1.7	1.5	2.1	2.3	2.2	4.8	4.8
Other	0.3					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.6	17.2	17.7	17.4
Average teacher salary	$36,454	$36,297	$39,392	$43,833
Average years' experience	8.2	7.7	7.8	8.1

Classroom dollar ranking: 50 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher was paid an additional $5,762 in salary, and each librarian, speech pathologist, counselor, and psychologist earned between $6,091 and $7,972 in additional salary.

Performance

- The District accomplished some of its goals, which were based on school and individual performance.
- Goals were linked to student achievement on standardized tests. Over half of the District's students scored at or above 2004 national percentile scores on the Terra Nova. However, less than 80 percent of high school students scored at or above the 64th-percentile on the AIMS test.
- Teachers participated in professional development and leadership activities.

Menu

- Monies were used solely to increase eligible employee compensation.

Clarkdale-Jerome Elementary School District

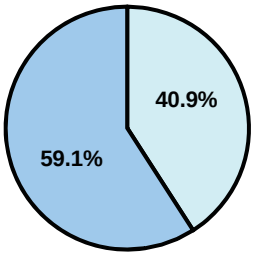
Yavapai County

District size:	Small
Students attending:	387
Number of schools:	1
Number of certified teachers:	23

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

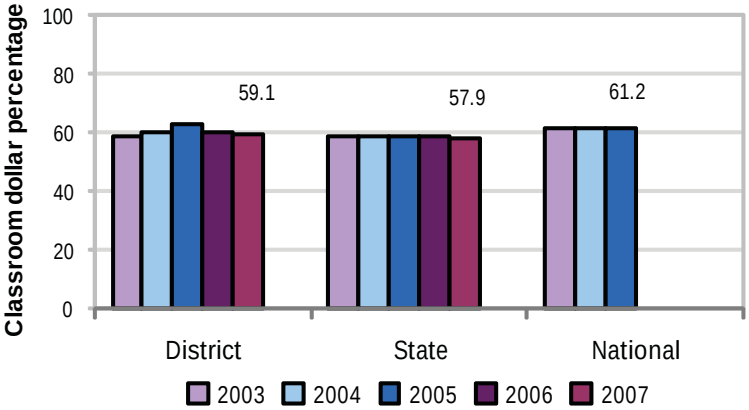


Classroom
$4,461
$4,277

Nonclassroom
$3,084
$3,105

Total
$7,545
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.3	60.2	62.5	60.0	59.1	57.9	61.2
Nonclassroom dollars:							
Administration	8.5	8.4	7.6	8.4	8.4	9.5	11.0
Plant operations	9.8	9.4	9.8	10.3	11.4	11.3	9.6
Food service	5.9	5.2	5.3	5.2	4.8	4.7	3.9
Transportation	4.5	4.7	4.4	5.0	4.1	4.3	4.1
Student support	8.9	8.7	7.7	8.4	10.1	7.3	5.2
Instruction support	4.1	3.4	2.7	2.7	2.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.9	17.4	16.8	17.4
Average teacher salary	$43,082	$46,314	$47,855	$43,833
Average years' experience	10.8	11.0	10.6	8.1

Classroom dollar ranking: 54 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,675 in salary, and each counselor earned $3,740 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Students achieved at least 90 percent growth on pre- and post-test assessments.
- Parent satisfaction surveys showed at least a 90 percent satisfaction rate.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies continued to be used to pay for 3 part-time instructional aides to provide AIMS intervention activities.

Clifton Unified School District

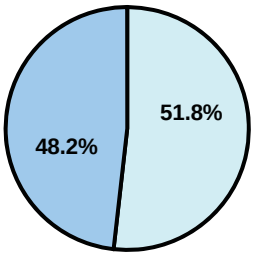
Greenlee County

District size:	Very Small
Students attending:	128
Number of schools:	2
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

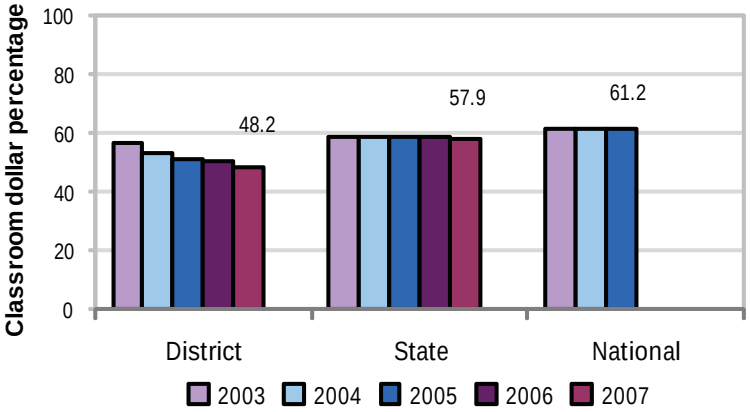


Classroom
$5,490
$4,277

Nonclassroom
$5,901
$3,105

Total
$11,391
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.8	53.1	51.1	50.5	48.2	57.9	61.2
Nonclassroom dollars:							
Administration	15.8	19.4	17.4	16.9	16.8	9.5	11.0
Plant operations	8.6	11.8	13.6	15.1	15.3	11.3	9.6
Food service	8.3	8.9	8.5	8.7	8.5	4.7	3.9
Transportation	1.9	1.8	2.6	2.6	2.7	4.3	4.1
Student support	6.8	4.0	4.5	4.5	5.6	7.3	5.2
Instruction support	1.0	1.0	2.3	1.7	2.9	4.8	4.8
Other	0.8					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.5	12.8	10.2	17.4
Average teacher salary	$32,414	$31,807	$30,915	$43,833
Average years' experience	8.9	8.3	7.3	8.1

Classroom dollar ranking: 187 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, teachers earned an additional $5,291 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Students achieved Adequate Yearly Progress on a school-wide basis, and at least 90 percent of students showed a 5 percent growth in AIMS test scores.
- Teachers received acceptable ratings on performance evaluations.
- After-school tutorials were provided for students who were failing or at risk of failing.
- Teachers maintained weekly lesson plans that were aligned with state standards, and they reported grades on a weekly basis to keep parents informed.
- The District conducted a parent/student school quality survey.

Menu

- Monies were used solely to increase teacher compensation.

Cochise Elementary School District

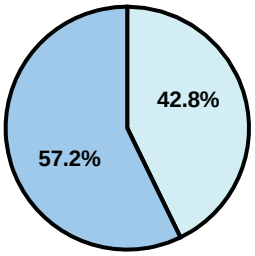
Cochise County

District size:	Very Small
Students attending:	60
Number of schools:	1
Number of certified teachers:	8

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

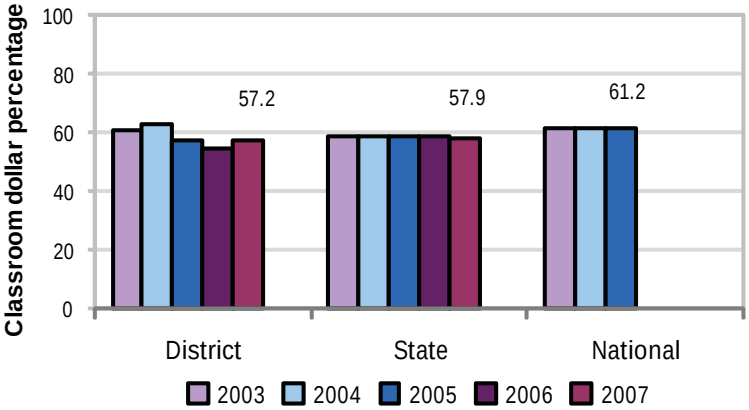


Classroom
$10,968
$4,277

Nonclassroom
$8,203
$3,105

Total
$19,171
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.4	62.7	57.5	54.3	57.2	57.9	61.2
Nonclassroom dollars:							
Administration	15.8	11.5	12.1	14.0	11.4	9.5	11.0
Plant operations	14.6	14.6	16.7	19.2	20.6	11.3	9.6
Food service	3.6	3.4	4.1	4.3	4.2	4.7	3.9
Transportation	2.2	1.9	2.3	2.2	1.9	4.3	4.1
Student support	2.4	3.3	5.4	0.6	0.4	7.3	5.2
Instruction support	1.0	2.2	1.9	5.4	4.3	4.8	4.8
Other		0.4				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	8.9	7.9	7.5	17.4
Average teacher salary	$43,373	$45,445	$47,578	$43,833
Average years' experience	7.1	7.9	8.3	8.1

Classroom dollar ranking: 73 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,834 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- 50 percent of students demonstrated 1 year's academic growth.
- Of the parents and students responding to a survey, 50 percent were satisfied with the District.

Menu

- Teachers were compensated for extra duties and work completed before or after the official workday.
- Teachers were also compensated for attending workshops and training on science and reading and for providing training for district staff on reading comprehension strategies and student advocacy.

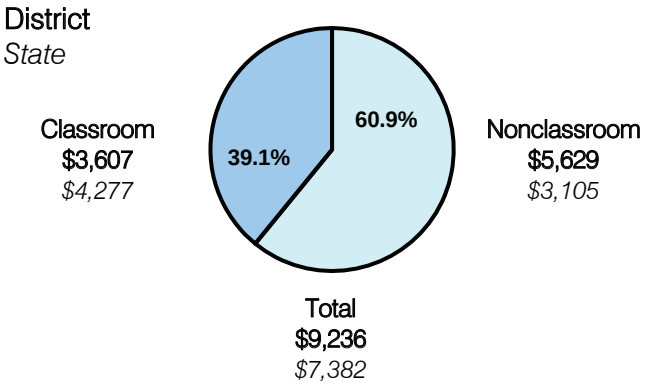
Coconino County Regional Accommodation School District

Coconino County

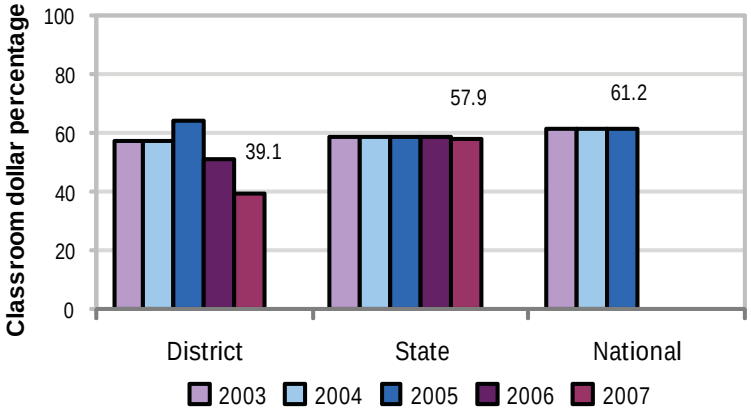
District size: Very Small
Students attending: 136
Number of schools: 4
Number of certified teachers: 8

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.3	57.0	63.9	50.7	39.1	57.9	61.2
Nonclassroom dollars:							
Administration	35.7	26.7	20.5	17.7	16.5	9.5	11.0
Plant operations	2.1	5.8	4.9	6.2	7.1	11.3	9.6
Food service		0.1	0.2			4.7	3.9
Transportation			0.2	14.6	23.6	4.3	4.1
Student support	4.6	7.4	8.1	9.5	11.9	7.3	5.2
Instruction support	0.3	3.0	2.2	1.3	1.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.6	17.9	17.6	17.4
Average teacher salary	$34,910	$39,130	$38,309	$43,833
Average years' experience	5.8	8.0	8.6	8.1

Classroom dollar ranking: 218 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,159 in salary, and each counselor earned an additional $3,564.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers enhanced student achievement by implementing the Content Literacy coaching program to improve reading instruction.
- Teachers developed curriculum maps and lesson planning using tools learned in curriculum development workshops.
- Teachers attended professional development on teaching strategies and classroom management and were evaluated on how they implemented the training.

Menu

- Monies were used solely to increase eligible employee compensation.

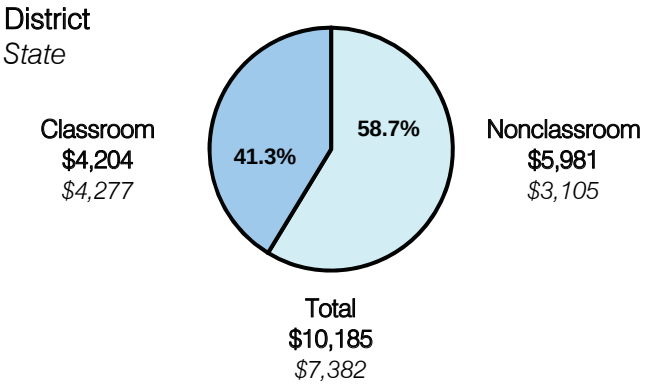
Colorado City Unified School District

Mohave County

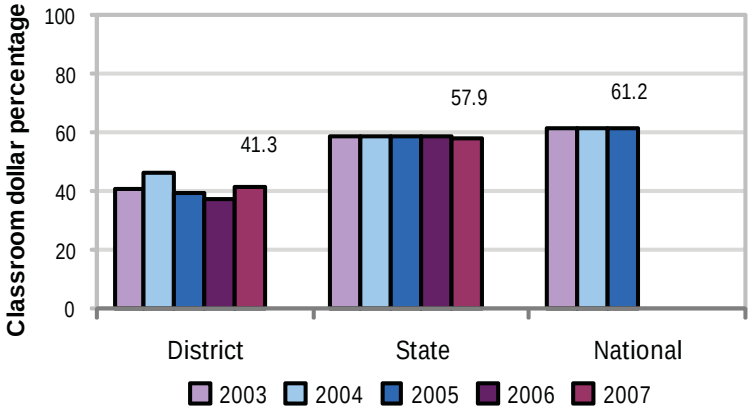
District size:	Small
Students attending:	368
Number of schools:	1
Number of certified teachers:	22

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	40.7	46.2	39.0	37.0	41.3	57.9	61.2
Nonclassroom dollars:							
Administration	15.7	14.7	14.0	21.2	12.9	9.5	11.0
Plant operations	18.1	15.3	13.8	12.1	11.8	11.3	9.6
Food service	5.4	5.6	5.2	4.7	3.1	4.7	3.9
Transportation	3.5	3.0	2.7	3.3	4.0	4.3	4.1
Student support	8.8	7.0	7.0	5.2	9.8	7.3	5.2
Instruction support	7.3	8.2	18.3	16.5	17.1	4.8	4.8
Other	0.5					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.4	15.2	16.7	17.4
Average teacher salary	$29,164	$28,642	$35,429	$43,833
Average years' experience	10.5	8.7	8.6	8.1

Classroom dollar ranking: 211 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,575 in salary.

Performance

- The District met its goals, which were based on individual performance.
- Teachers set classroom achievement goals in reading, writing, and math. Performance was measured through quarterly assessments.
- Teachers participated in collaborative groups, which met weekly to create intervention plans for struggling students and share teaching strategies.

Menu

- Teachers earned additional compensation for performing duties, such as teaching an additional course outside of their regular duties, facilitating a health and wellness program, compiling and reviewing AIMS and other assessment data, assisting other teachers in implementing state academic standards, and monitoring Preschool Child Find Clinics.

Colorado River Union High School District

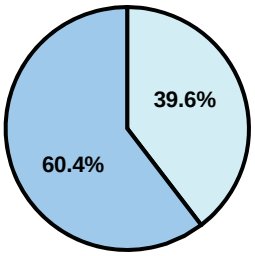
Mohave County

District size:	Medium
Students attending:	2,443
Number of schools:	2
Number of certified teachers:	115

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

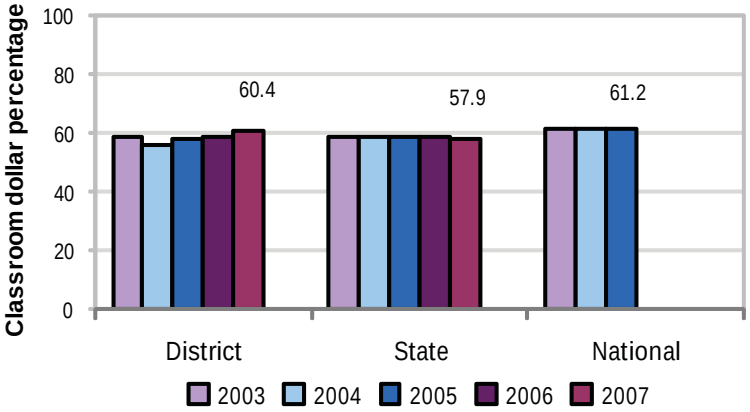


Classroom
$3,715
$4,277

Nonclassroom
$2,440
$3,105

Total
$6,155
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	23.5	22.1	21.2	17.4
Average teacher salary	$41,569	$42,779	$49,805	$43,833
Average years' experience	8.9	8.2	8.6	8.1

Classroom dollar ranking: 35 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $5,553 in salary.

Performance

- The District met most of its goals, which were based on district and individual performance.
- 70 percent of students are progressing toward meeting or exceeding standards on standardized tests.
- The District made progress toward increasing its graduation rate by 5 percent.
- All teachers completed 15 hours of professional development activities.
- At least 90 percent of teachers attended 6 extracurricular events.
- Most teachers received "meets" or "exceeds" ratings on performance evaluation instructional criteria.
- Staff evaluated the results of a district-sponsored parent and student school quality survey.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to hire 4 teachers to reduce math class sizes to 27 students, on average.

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.8	55.6	58.2	58.3	60.4	57.9	61.2
Nonclassroom dollars:							
Administration	8.7	7.8	7.9	7.6	7.1	9.5	11.0
Plant operations	13.5	15.5	14.6	14.5	14.5	11.3	9.6
Food service	5.0	5.0	4.9	4.8	4.1	4.7	3.9
Transportation	4.4	4.8	4.6	5.6	5.0	4.3	4.1
Student support	7.0	7.2	6.4	7.2	5.8	7.3	5.2
Instruction support	2.4	3.2	3.2	1.8	2.9	4.8	4.8
Other	0.2	0.9	0.2	0.2	0.2	0.2	0.2

Concho Elementary School District

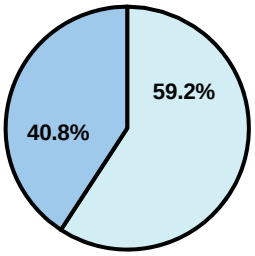
Apache County

District size:	Very Small
Students attending:	188
Number of schools:	1
Number of certified teachers:	14

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

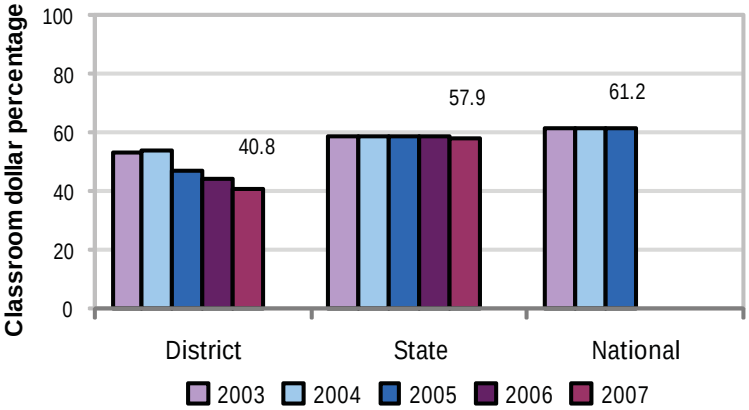


Classroom
$5,323
$4,277

Nonclassroom
$7,733
$3,105

Total
$13,056
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.3	54.1	46.9	44.1	40.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	10.6	11.6	14.9	16.3	9.5	11.0
Plant operations	12.7	11.2	11.5	11.7	11.4	11.3	9.6
Food service	3.6	3.5	4.0	3.9	4.1	4.7	3.9
Transportation	16.7	15.8	16.3	17.3	17.2	4.3	4.1
Student support	1.4	1.9	2.0	3.0	3.8	7.3	5.2
Instruction support	1.3	2.9	7.7	5.1	6.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.7	13.1	13.8	17.4
Average teacher salary	$34,252	$39,337	$42,151	$43,833
Average years' experience	11.5	10.7	9.8	8.1

Classroom dollar ranking: 212 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,550 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students' average AIMS test scores met or surpassed the average scores for all students in the State in math, reading, and writing.
- 90 percent of parents surveyed were satisfied with the District's performance.
- Teachers made personal contact with every parent or caregiver at least twice each quarter.
- Teachers attended at least two professional growth workshops or classes aimed at improving student achievement.

Menu

- Monies were used solely to increase teacher compensation.

Congress Elementary School District

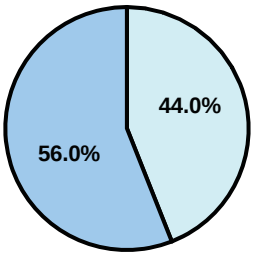
Yavapai County

District size:	Very Small
Students attending:	116
Number of schools:	1
Number of certified teachers:	10

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$5,831
$4,277

Nonclassroom
$4,573
$3,105

Total
$10,404
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.9	59.3	55.6	54.7	56.0	57.9	61.2
Nonclassroom dollars:							
Administration	14.2	14.7	16.1	16.7	15.4	9.5	11.0
Plant operations	9.0	11.2	10.7	10.8	11.3	11.3	9.6
Food service	5.4	5.4	6.0	5.4	5.4	4.7	3.9
Transportation	4.3	4.4	4.7	5.1	4.6	4.3	4.1
Student support	1.7	2.0	1.8	2.3	2.0	7.3	5.2
Instruction support	6.5	3.0	5.1	5.0	5.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.2	10.8	11.6	17.4
Average teacher salary	$40,255	$39,977	$41,059	$43,833
Average years' experience	8.0	7.4	9.5	8.1

Classroom dollar ranking: 96 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and the speech pathologist earned an additional $3,897.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- At least 80 percent of students demonstrated 1 year's growth or scored "meets" or "exceeds" on standardized tests.
- The student attendance rate was at least 94 percent.
- Teachers received satisfactory performance evaluations.

Menu

- Monies were used primarily to pay for teachers' medical, dental, and vision insurance premiums.
- 8 teachers were compensated for attending professional development classes.

Continental Elementary School District

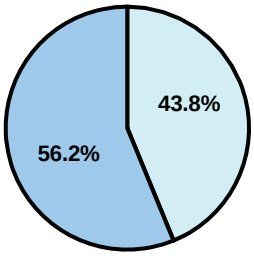
Pima County

District size:	Small
Students attending:	324
Number of schools:	1
Number of certified teachers:	23

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,365
$4,277

Nonclassroom
$3,399
$3,105

Total
$7,764
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.1	58.3	59.6	55.3	56.2	57.9	61.2
Nonclassroom dollars:							
Administration	12.3	11.2	11.7	13.1	14.4	9.5	11.0
Plant operations	13.0	12.5	11.7	12.7	11.1	11.3	9.6
Food service	5.2	5.8	5.4	5.0	5.5	4.7	3.9
Transportation	5.6	6.7	5.1	6.3	4.8	4.3	4.1
Student support	2.9	2.7	3.9	4.7	4.7	7.3	5.2
Instruction support	2.9	2.8	2.6	2.9	3.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.4	14.5	14.1	17.4
Average teacher salary	$41,307	$40,292	$37,784	$43,833
Average years' experience	7.6	7.8	8.1	8.1

Classroom dollar ranking: 93 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,104 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- The District's school achieved an AZ LEARNS "excelling" label.
- The student attendance rate was at least 94 percent.
- All teachers attended professional development workshops once a month.

Menu

- Monies were used solely to increase teacher compensation.

Coolidge Unified School District

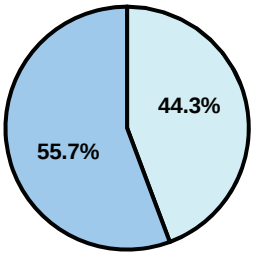
Pinal County

District size:	Medium
Students attending:	4,391
Number of schools:	6
Number of certified teachers:	233

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

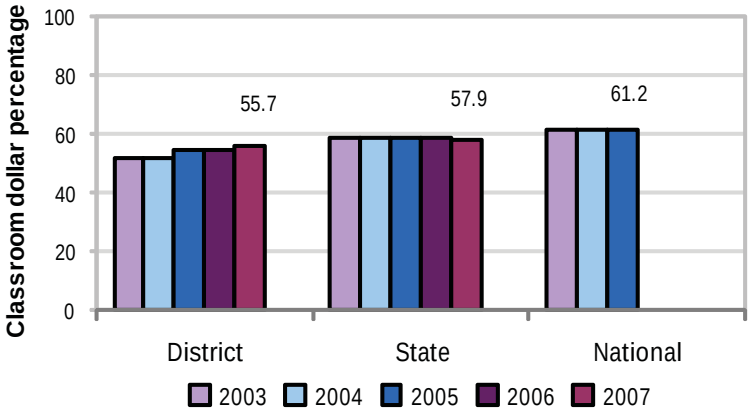


Classroom
$3,672
$4,277

Nonclassroom
$2,917
$3,105

Total
$6,589
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	51.9	51.9	54.3	54.4	55.7	57.9	61.2
Nonclassroom dollars:							
Administration	11.8	11.3	9.8	12.4	11.1	9.5	11.0
Plant operations	12.5	12.6	11.2	9.9	10.6	11.3	9.6
Food service	4.4	4.7	5.1	5.2	4.9	4.7	3.9
Transportation	4.8	4.8	5.9	6.6	6.6	4.3	4.1
Student support	9.0	8.7	9.3	8.7	7.5	7.3	5.2
Instruction support	4.6	4.5	4.4	2.8	3.6	4.8	4.8
Other	1.0	1.5				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.9	19.0	18.9	17.4
Average teacher salary	$36,033	$37,200	$38,787	$43,833
Average years' experience	8.0	3.9	3.9	8.1

Classroom dollar ranking: 100 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $3,901 in salary.

Performance

- The District accomplished some of its goals, which were based on district and individual performance.
- The District accomplished its student achievement goals which required 95 percent of students to participate in state standardized testing, and for teachers to develop a school improvement plan and curriculum mapping.
- The goals not met were linked to parent satisfaction and teacher development.

Menu

- Monies were used solely to increase eligible employee compensation.

Cottonwood-Oak Creek Elementary School District

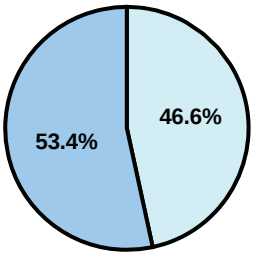
Yavapai County

District size:	Medium
Students attending:	2,390
Number of schools:	5
Number of certified teachers:	138

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

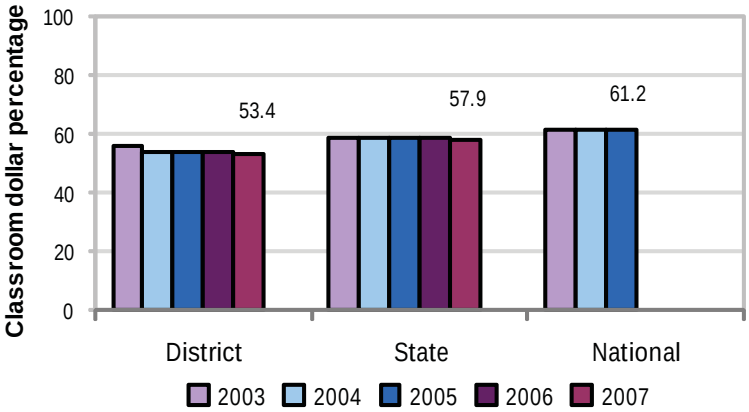


Classroom
$3,700
$4,277

Nonclassroom
$3,230
$3,105

Total
$6,930
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.1	53.6	53.9	53.5	53.4	57.9	61.2
Nonclassroom dollars:							
Administration	12.4	13.9	12.5	12.2	12.3	9.5	11.0
Plant operations	10.5	11.5	11.1	11.6	13.1	11.3	9.6
Food service	8.7	9.6	9.8	9.3	8.0	4.7	3.9
Transportation	3.4	3.3	3.5	3.7	3.7	4.3	4.1
Student support	7.4	6.3	7.1	7.0	7.0	7.3	5.2
Instruction support	1.5	1.8	2.1	2.7	2.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.8	17.8	17.4	17.4
Average teacher salary	$33,125	$37,634	$38,244	$43,833
Average years' experience	8.0	7.9	7.8	8.1

Classroom dollar ranking: 146 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned an additional $5,963 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Teachers chose goals that supported school goals, including goals to improve academic achievement as it relates to the grade level, specific subject taught, or an identified group of students.
- Teachers had to receive performance evaluation ratings of "distinguished" or "proficient" to receive 50 percent of available performance pay.

Menu

- Monies were used solely to increase eligible employee compensation.

Crane Elementary School District

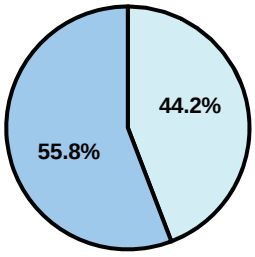
Yuma County

District size:	Large
Students attending:	5,929
Number of schools:	9
Number of certified teachers:	336

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,722
$4,277

Nonclassroom
$,2,954
$3,105

Total
$6,676
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	58.8	57.4	56.5	55.8	57.9	61.2
Nonclassroom dollars:							
Administration	10.9	11.0	12.0	12.4	12.0	9.5	11.0
Plant operations	11.6	11.3	10.4	9.4	11.4	11.3	9.6
Food service	5.8	5.6	5.6	5.7	5.7	4.7	3.9
Transportation	3.5	3.4	3.3	3.5	3.5	4.3	4.1
Student support	4.9	4.7	4.7	5.6	4.8	7.3	5.2
Instruction support	4.3	5.2	6.6	6.9	6.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.6	18.0	17.6	17.4
Average teacher salary	$35,750	$42,317	$39,290	$43,833
Average years' experience	7.4	7.4	7.6	8.1

Classroom dollar ranking: 99 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned between $3,496 and $3,530 in additional salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Reading leadership teams were established to help improve student achievement in reading.
- Each teacher tutored 5 at-risk students in reading.
- Parent surveys indicated that parents are satisfied with the schools.
- Every certified teacher received instructional coaching three times during the school year.

Menu

- Monies were used to pay for 19 teachers to reduce class sizes, 5 facilitators to assist with professional development activities, and 3 alternative school programs to serve students who otherwise may have been suspended or expelled.

Creighton Elementary School District

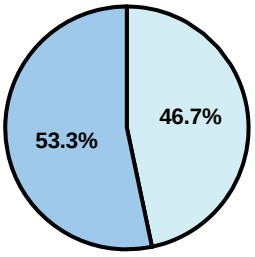
Maricopa County

District size:	Large
Students attending:	7,360
Number of schools:	9
Number of certified teachers:	475

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,440
$4,277

Nonclassroom
$3,889
$3,105

Total
$8,329
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.8	58.0	57.8	55.0	53.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.0	7.7	7.5	8.7	9.1	9.5	11.0
Plant operations	10.7	11.0	10.6	10.7	10.6	11.3	9.6
Food service	7.5	8.0	7.2	6.4	6.2	4.7	3.9
Transportation	2.7	2.6	2.5	2.8	2.9	4.3	4.1
Student support	6.8	7.5	8.3	9.3	9.4	7.3	5.2
Instruction support	4.5	5.2	5.4	7.0	8.0	4.8	4.8
Other			0.7	0.1	0.5	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.7	16.5	15.5	17.4
Average teacher salary	$41,239	$42,412	$41,420	$43,833
Average years' experience	7.7	7.5	7.4	8.1

Classroom dollar ranking: 147 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between $4,654 and $5,919 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Academic achievement goals called for students to demonstrate Adequate Yearly Progress, the schools to meet AZ LEARNS objectives, and ELL students to progress toward English proficiency.
- The student absence rate at 8 of the 9 schools was less than 5.6 percent during the first 100 days of the school year or showed an improvement over the prior year.
- Other goals were linked to teacher development and increasing parent involvement.

Menu

- Monies were used solely to increase eligible employee compensation.

Crown King Elementary School District

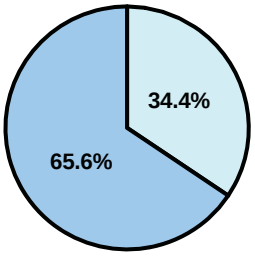
Yavapai County

District size:	Very Small
Students attending:	4
Number of schools:	1
Number of certified teachers:	1

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

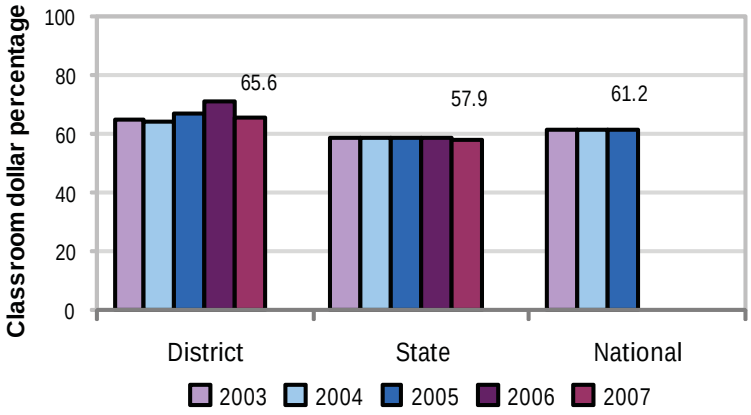


Classroom
$13,288
$4,277

Nonclassroom
$6,963
$3,105

Total
$20,251
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	64.7	63.9	67.0	71.2	65.6	57.9	61.2
Nonclassroom dollars:							
Administration	11.8	11.6	17.5	14.6	14.8	9.5	11.0
Plant operations	12.3	15.2	13.3	11.7	17.3	11.3	9.6
Food service						4.7	3.9
Transportation	0.6	0.5	0.5	0.7	0.8	4.3	4.1
Student support	9.5	8.8	1.3	1.8	0.8	7.3	5.2
Instruction support	1.1		0.3		0.7	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	4.0	6.0	4.0	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	n/a	n/a	15.0	8.1

Classroom dollar ranking: 8 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- The teacher earned $1,586 in additional salary, and the instructional aide earned an additional $166.

Performance

- The teacher accomplished the goal, which was the same as the prior fiscal year's goal and required the teacher to receive an acceptable performance evaluation.

Menu

- Monies continued to be used for additional teacher compensation to help pay for health insurance premiums.

Deer Valley Unified School District

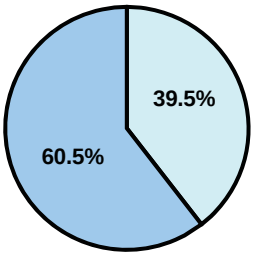
Maricopa County

District size: Very Large
Students attending: 33,521
Number of schools: 36
Number of certified teachers: 1,801

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

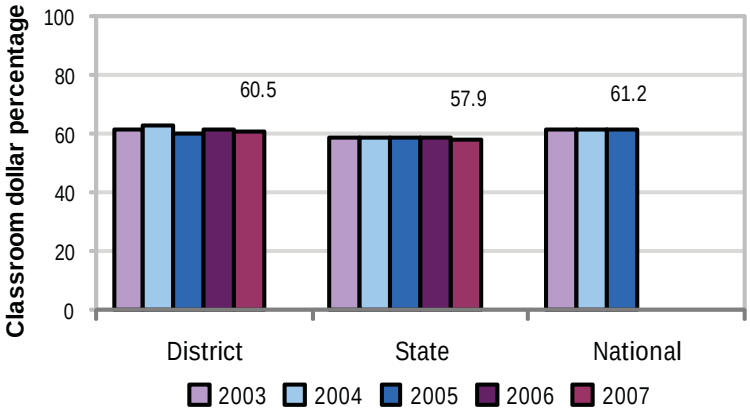


Classroom
$3,893
$4,277

Nonclassroom
$2,538
$3,105

Total
$6,431
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.6	62.8	60.2	61.2	60.5	57.9	61.2
Nonclassroom dollars:							
Administration	9.7	8.7	8.9	9.1	8.9	9.5	11.0
Plant operations	10.7	10.6	10.8	10.9	11.1	11.3	9.6
Food service	4.4	4.4	4.8	4.6	4.6	4.7	3.9
Transportation	4.5	4.7	4.9	4.8	4.7	4.3	4.1
Student support	5.8	5.8	7.0	6.2	6.7	7.3	5.2
Instruction support	2.7	2.7	3.1	2.8	3.1	4.8	4.8
Other	0.6	0.3	0.3	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.3	18.9	18.6	17.4
Average teacher salary	$40,973	$43,323	$45,155	$43,833
Average years' experience	7.1	6.8	7.0	8.1

Classroom dollar ranking: 32 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, nurse, therapist, and intervention specialist earned an additional $4,319 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- All schools were labeled as "Performing" or better by ADE for AZ LEARNS.
- The District used e-schools, individual learning plans, teams, and monitoring to improve dropout and graduation rates.
- Teachers developed goal statements that focused on student learning outcomes.
- Other goals were linked to leadership and tutoring, parent-student satisfaction, parent involvement, teacher attendance and evaluations, and professional development.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 19 elementary school teachers were hired to reduce class sizes, and 2 teachers were paid to provide professional development training.
- Monies were also used for AIMS intervention and dropout prevention activities.

Double Adobe Elementary School District

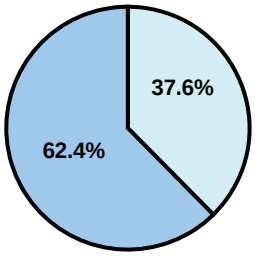
Cochise County

District size:	Very Small
Students attending:	51
Number of schools:	1
Number of certified teachers:	4

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

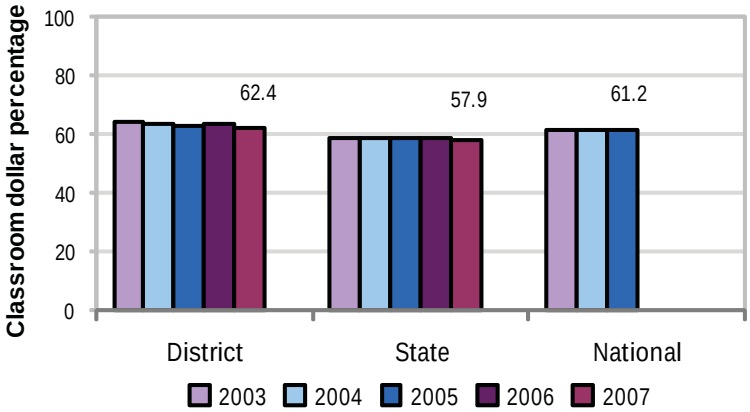


Classroom
$5,606
$4,277

Nonclassroom
$3,375
$3,105

Total
$8,981
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	64.1	63.5	62.9	63.3	62.4	57.9	61.2
Nonclassroom dollars:							
Administration	13.0	13.1	11.8	13.1	14.0	9.5	11.0
Plant operations	9.0	10.8	14.7	14.8	15.1	11.3	9.6
Food service						4.7	3.9
Transportation	4.3	3.6	4.1	3.7	3.6	4.3	4.1
Student support	8.7	7.3	4.5	4.5	4.2	7.3	5.2
Instruction support	0.9	1.7	2.0	0.6	0.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.2	12.6	12.6	17.4
Average teacher salary	$41,230	$37,045	$40,429	$43,833
Average years' experience	13.8	14.5	15.0	8.1

Classroom dollar ranking: 17 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,010 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- At least 80 percent of students in attendance since the beginning of the school year met or exceeded state standards on standardized tests.
- Teachers completed 20 hours of professional development activities.
- At least 75 percent of families attended school open houses and family night activities.
- At least 75 percent of the parents and students randomly surveyed rated the school's overall performance as "good" or "excellent."

Menu

- Monies were used primarily to increase teacher compensation.
- Teachers earned an additional $600 each for completing 15 hours of professional development activities in math, reading, and technology.

Douglas Unified School District

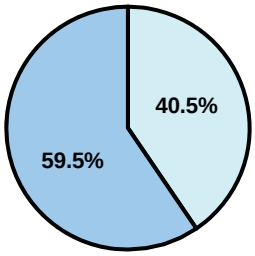
Cochise County

District size:	Medium
Students attending:	3,986
Number of schools:	9
Number of certified teachers:	195

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

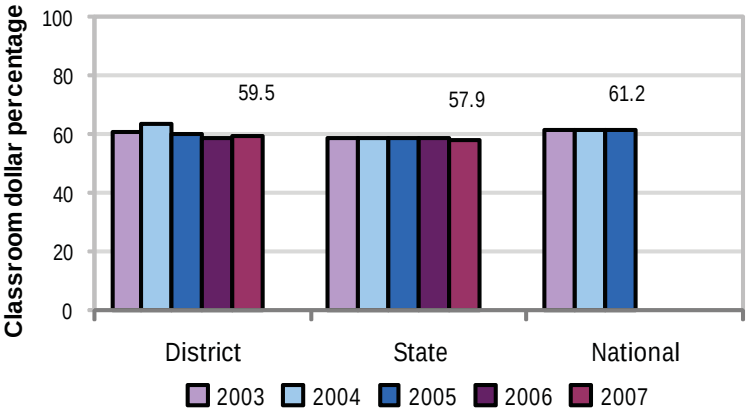


Classroom
$4,178
$4,277

Nonclassroom
$2,847
$3,105

Total
$7,025
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.0	63.6	60.0	58.8	59.5	57.9	61.2
Nonclassroom dollars:							
Administration	12.9	10.6	11.8	12.4	11.6	9.5	11.0
Plant operations	11.3	11.7	13.1	12.3	12.6	11.3	9.6
Food service	5.4	5.7	4.6	4.9	5.3	4.7	3.9
Transportation	1.1	1.3	1.1	1.3	1.6	4.3	4.1
Student support	6.6	6.1	7.1	7.0	6.4	7.3	5.2
Instruction support	1.7	1.0	2.3	3.3	3.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.8	22.2	20.4	17.4
Average teacher salary	$41,006	$43,700	$46,734	$43,833
Average years' experience	9.4	10.0	9.6	8.1

Classroom dollar ranking: 47 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $7,623 and $7,994 in additional salary.

Performance

- The District achieved most of its goals, which were based on district, school, and individual performance.
- Each teacher chose an area for improvement from the District's improvement plan and performed activities to support that area.
- Teachers provided measures of progress toward the academic standards by administering quarterly benchmark assessments.
- Student attendance rates were improved by encouraging a safe, positive classroom environment, following district student attendance policies and guidelines, and implementing an attendance incentive program.
- Other goals were linked to parent-student satisfaction, graduation rates, and professional development.

Menu

- Monies were used solely to increase eligible employee compensation.

Duncan Unified School District

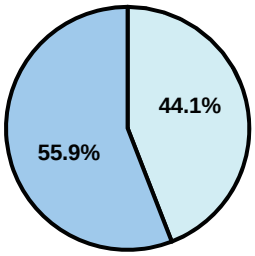
Greenlee County

District size:	Small
Students attending:	462
Number of schools:	2
Number of certified teachers:	29

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,530
$4,277

Nonclassroom
$3,569
$3,105

Total
$8,099
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.3	58.1	57.1	58.1	55.9	57.9	61.2
Nonclassroom dollars:							
Administration	10.8	8.8	11.7	11.6	13.8	9.5	11.0
Plant operations	14.9	14.3	15.3	14.6	14.4	11.3	9.6
Food service	3.6	3.6	3.3	3.7	4.3	4.7	3.9
Transportation	4.1	4.4	4.7	5.0	5.7	4.3	4.1
Student support	6.2	7.3	4.5	3.6	3.6	7.3	5.2
Instruction support	2.1	3.5	3.4	3.4	2.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.7	14.2	15.9	17.4
Average teacher salary	$35,208	$35,455	$39,184	$43,833
Average years' experience	10.4	10.4	10.4	8.1

Classroom dollar ranking: 97 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,125 in salary, each counselor earned $2,049, and each audiologist earned $1,366 in additional pay.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- High school students successfully completed weekly tasks in vocabulary, math, and writing. Tasks were measured for accuracy and understanding.
- The implementation of a discipline plan significantly reduced the number of discipline problems.
- Teachers aligned 4th- through 6th-grade science curriculum and 7th- through 8th-grade writing curriculum to match state standards, and received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Dysart Unified School District

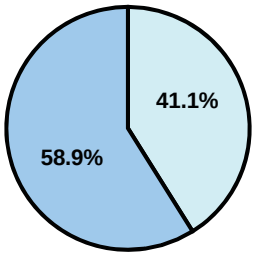
Maricopa County

District size:	Large
Students attending:	19,708
Number of schools:	19
Number of certified teachers:	1,022

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

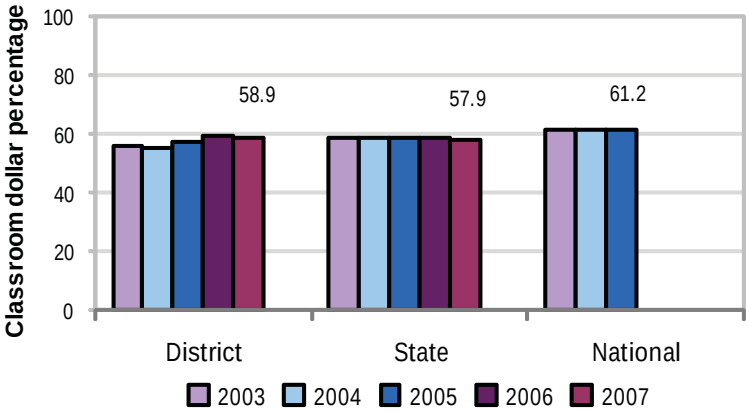


Classroom
$3,955
$4,277

Nonclassroom
$2,757
$3,105

Total
$6,712
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.8	55.3	57.4	59.4	58.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.2	10.3	12.0	11.6	11.3	9.5	11.0
Plant operations	9.2	10.4	10.5	9.3	9.9	11.3	9.6
Food service	5.4	4.9	5.3	5.3	4.9	4.7	3.9
Transportation	5.2	4.8	5.4	5.3	4.7	4.3	4.1
Student support	7.3	6.1	6.3	6.1	6.4	7.3	5.2
Instruction support	5.8	8.1	2.9	2.9	3.8	4.8	4.8
Other	0.1	0.1	0.2	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.5	20.6	19.3	17.4
Average teacher salary	$39,965	$42,139	$45,661	$43,833
Average years' experience	5.9	5.4	6.1	8.1

Classroom dollar ranking: 57 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and instructional coach earned an additional $6,352 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- At least 70 percent of kindergarten through 8th-grade students demonstrated 1 year's growth on standardized tests or showed a 10 percent improvement in growth over the previous year.
- Some teachers earned performance pay based on their attendance, and some participated in tutoring activities.
- Other goals were linked to high school student attendance and dropout rates.

Menu

- Monies were used solely to increase eligible employee compensation.

East Valley Institute of Technology

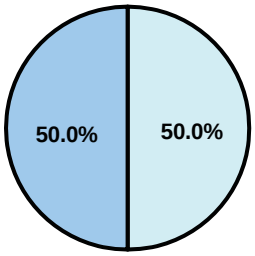
Maricopa County

District size:	Medium
Students attending:	1,678
Number of schools:	1
Number of certified teachers:	57

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

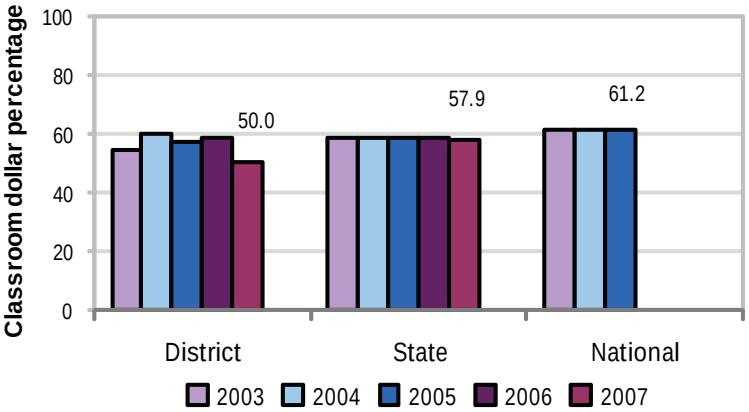


Classroom
$3,156
$4,277

Nonclassroom
$3,154
$3,105

Total
$6,310
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.6	59.7	56.9	58.3	50.0	57.9	61.2
Nonclassroom dollars:							
Administration	19.8	16.1	17.3	15.4	21.4	9.5	11.0
Plant operations	16.4	14.5	16.1	14.8	21.3	11.3	9.6
Food service						4.7	3.9
Transportation						4.3	4.1
Student support	8.5	8.7	9.0	11.2	6.9	7.3	5.2
Instruction support	0.7	1.0	0.7	0.3	0.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	29.0	30.2	29.6	17.4
Average teacher salary	$43,864	$51,109	$62,705	$43,833
Average years' experience	12.7	12.2	11.8	8.1

Classroom dollar ranking: 176 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,541 in salary, and each counselor earned an additional $4,262.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- At least 44 students were enrolled in each program on the 100th day of the school year, and the District retained an average student enrollment of 71 percent from October 16, 2006 through May 15, 2007.

Menu

- 20 instructional aides were paid to help reduce class sizes.
- Monies were also used to pay teacher attendance incentives.

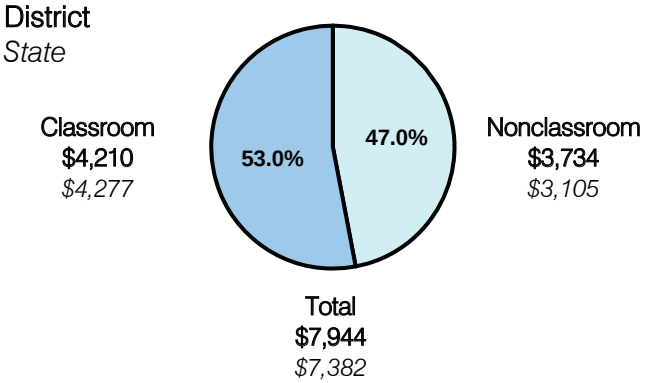
Elfrida Elementary School District

Cochise County

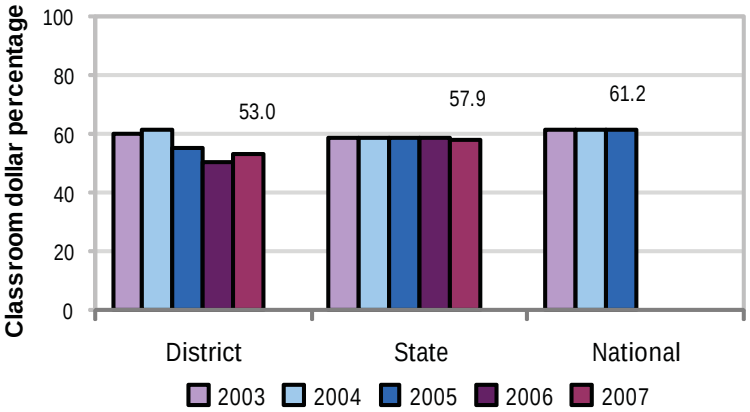
District size: Very Small
Students attending: 167
Number of schools: 1
Number of certified teachers: 10

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.2	61.2	55.4	50.1	53.0	57.9	61.2
Nonclassroom dollars:							
Administration	15.4	13.6	14.4	18.1	15.0	9.5	11.0
Plant operations	9.0	10.9	9.2	9.2	9.3	11.3	9.6
Food service	2.9	4.3	8.2	8.0	8.0	4.7	3.9
Transportation	4.1	3.9	4.3	4.5	4.5	4.3	4.1
Student support	8.4	5.9	8.3	9.2	9.3	7.3	5.2
Instruction support		0.2	0.1	0.6	0.5	4.8	4.8
Other			0.1	0.3	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.6	16.6	16.7	17.4
Average teacher salary	$41,597	$36,339	$41,363	$43,833
Average years' experience	9.8	10.0	8.4	8.1

Classroom dollar ranking: 152 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $4,890 in additional salary, and each instructional aide earned an additional $500.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Students had to improve their standardized test scores over the prior year's in 2 categories.
- The District scored a grade of "B" or higher on parent satisfaction surveys.

Menu

- Teachers held documented conferences with 95 percent of parents during the first 2 weeks of school.
- Teachers also earned additional compensation for after-school tutoring for AIMS intervention and professional development activities.

Eloy Elementary School District

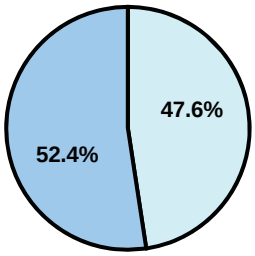
Pinal County

District size:	Medium
Students attending:	1,142
Number of schools:	4
Number of certified teachers:	66

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

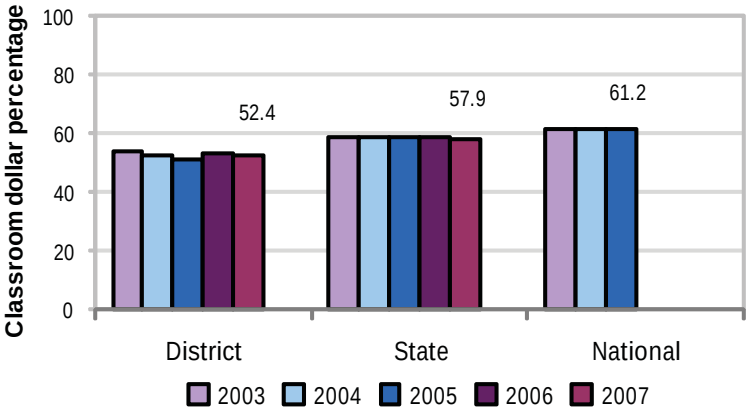


Classroom
$4,007
$4,277

Nonclassroom
$3,646
$3,105

Total
$7,653
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.0	52.2	51.3	52.9	52.4	57.9	61.2
Nonclassroom dollars:							
Administration	12.2	11.8	11.0	10.9	11.7	9.5	11.0
Plant operations	11.7	11.6	11.1	11.9	10.7	11.3	9.6
Food service	8.0	9.2	9.6	6.8	7.6	4.7	3.9
Transportation	3.2	3.3	3.4	3.3	3.3	4.3	4.1
Student support	8.2	8.7	10.9	10.4	10.5	7.3	5.2
Instruction support	2.7	3.2	2.7	3.8	3.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.3	17.0	17.3	17.4
Average teacher salary	$32,426	$38,508	$37,636	$43,833
Average years' experience	10.1	8.5	8.3	8.1

Classroom dollar ranking: 157 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned between $2,229 and $2,932 in additional salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students met academic achievement goals as measured by their performance on the math portion of the AIMS test.
- The 100th-day student attendance rate was greater than 94 percent.
- Most teachers received acceptable performance evaluations. The amount of performance pay was reduced for teachers receiving a rating of "Falls Far Below" in any area.

Menu

- Monies continued to be used as additional teacher compensation to help offset health insurance costs.
- Monies were also used to pay a stipend to an academic coach who assisted teachers in teaching to the state standards.

Flagstaff Unified School District

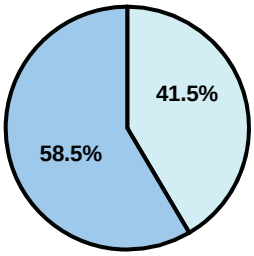
Coconino County

District size:	Large
Students attending:	10,677
Number of schools:	19
Number of certified teachers:	668

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

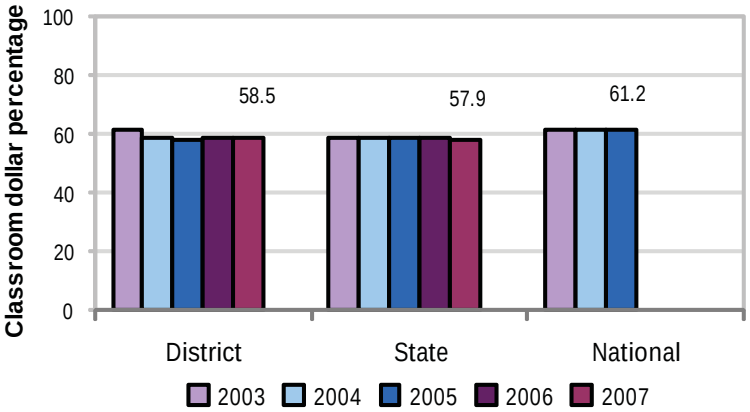


Classroom
$4,512
$4,277

Nonclassroom
$3,200
$3,105

Total
$7,712
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.3	58.4	57.9	55.2	58.5	57.9	61.2
Nonclassroom dollars:							
Administration	9.0	9.4	9.5	10.1	9.1	9.5	11.0
Plant operations	9.4	10.7	11.0	11.1	10.9	11.3	9.6
Food service	2.9	3.3	3.0	3.3	2.9	4.7	3.9
Transportation	4.8	4.8	5.1	5.6	4.9	4.3	4.1
Student support	7.2	7.2	7.3	8.9	8.0	7.3	5.2
Instruction support	4.9	5.6	5.6	5.4	5.1	4.8	4.8
Other	0.5	0.6	0.6	0.4	0.6	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.3	16.0	16.0	17.4
Average teacher salary	$40,000	$42,007	$44,923	$43,833
Average years' experience	9.4	9.8	9.9	8.1

Classroom dollar ranking: 60 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,835 in salary, and each librarian, counselor, and nurse earned between $4,231 and $4,832 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- All certified staff were compensated $50 per hour for up to 40 hours to address academic progress, including analyzing test scores and developing course common assessments to measure incremental progress, on-going curriculum mapping, and tutoring students in specific areas of academic weakness.

Menu

- Monies were primarily used to increase eligible employee compensation.

Florence Unified School District

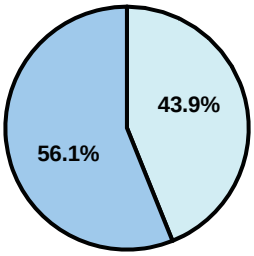
Pinal County

District size:	Large
Students attending:	5,928
Number of schools:	6
Number of certified teachers:	250

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

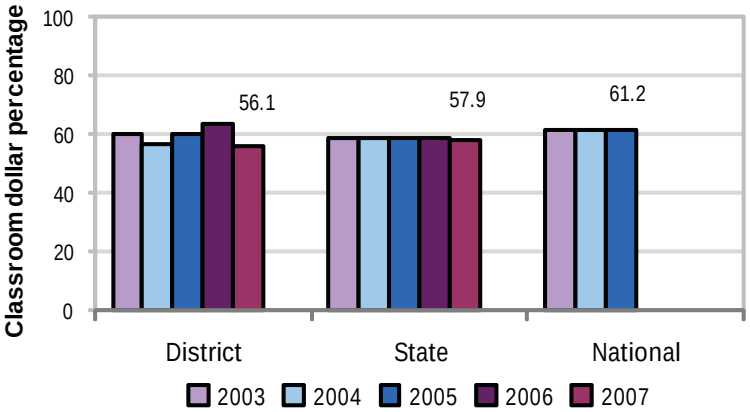


Classroom
$2,980
$4,277

Nonclassroom
$2,332
$3,105

Total
$5,312
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.8	56.4	59.9	63.2	56.1	57.9	61.2
Nonclassroom dollars:							
Administration	12.6	12.0	11.0	9.2	9.3	9.5	11.0
Plant operations	12.7	14.4	12.3	12.0	13.8	11.3	9.6
Food service	4.6	5.0	4.9	4.2	4.7	4.7	3.9
Transportation	5.5	5.4	5.7	5.6	7.0	4.3	4.1
Student support	3.6	4.8	5.5	4.8	6.9	7.3	5.2
Instruction support	1.1	2.0	0.7	1.0	2.2	4.8	4.8
Other	0.1					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	18.3	23.8	17.4
Average teacher salary	$42,600	$38,152	$44,270	$43,833
Average years' experience	5.5	4.8	4.0	8.1

Classroom dollar ranking: 95 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $3,120 in salary.

Performance

- The District accomplished all of its goals, which were based on individual, school, and district performance.
- Each school had to receive a "Performing" or better label from ADE for AZ LEARNS or meet Adequate Yearly Progress objectives.
- All teachers participated in 30 hours of approved professional development activities and received satisfactory performance evaluations.
- Student attendance rates for the first 100 days of school were at least 94 percent.
- The District achieved at least an 80 percent satisfaction rating from parents.

Menu

- Monies were used to pay for professional development, including paying for instructional specialists, grade level and curriculum team leaders, and trainers.

Flowing Wells Unified School District

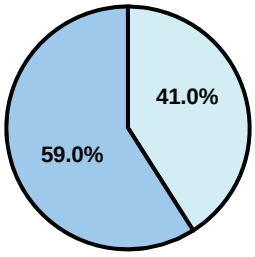
Pima County

District size:	Large
Students attending:	5,714
Number of schools:	9
Number of certified teachers:	319

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

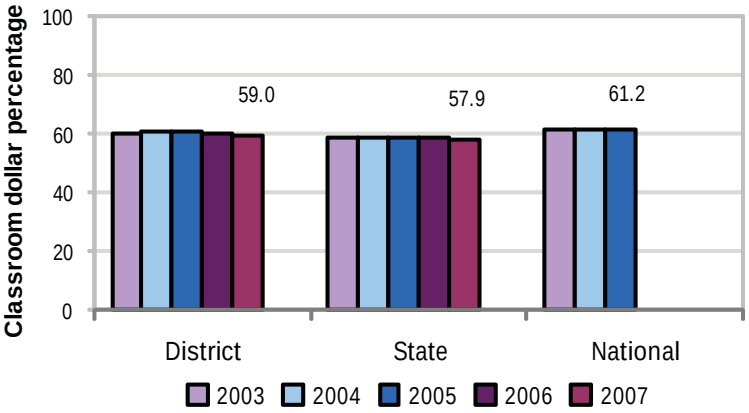


Classroom
$4,243
$4,277

Nonclassroom
$2,953
$3,105

Total
$7,196
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.7	60.6	60.7	60.0	59.0	57.9	61.2
Nonclassroom dollars:							
Administration	9.0	8.6	8.7	9.0	8.9	9.5	11.0
Plant operations	14.0	13.6	13.2	13.0	13.5	11.3	9.6
Food service	5.8	5.7	5.3	5.8	5.6	4.7	3.9
Transportation	3.1	3.1	2.9	3.0	3.3	4.3	4.1
Student support	6.5	6.0	6.3	6.3	6.4	7.3	5.2
Instruction support	1.8	2.2	2.8	2.8	3.2	4.8	4.8
Other	0.1	0.2	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.6	19.5	17.9	17.4
Average teacher salary	$37,738	$39,779	$42,576	$43,833
Average years' experience	9.1	8.8	8.6	8.1

Classroom dollar ranking: 56 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $4,058 and $4,750 in additional salary.

Performance

- The District accomplished all of its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- High school and junior high students had to demonstrate overall academic progress on final examinations in all content areas.
- Junior high students' attendance at extracurricular activities and tutoring improved.
- High school students indicated satisfaction with the district climate through surveys.
- Elementary students' homework completion rates improved, and they demonstrated growth in achievement as measured by district assessment plans.

Menu

- The District continued to use monies to pay 10 teachers who were hired to reduce class sizes.
- Monies were also used to increase eligible employee compensation.

Fountain Hills Unified School District

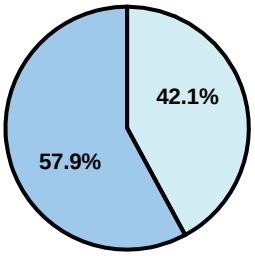
Maricopa County

District size:	Medium
Students attending:	2,303
Number of schools:	4
Number of certified teachers:	134

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

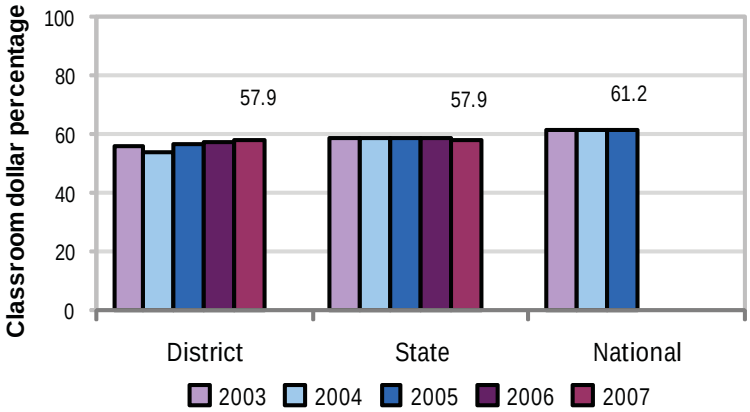


Classroom
$4,112
$4,277

Nonclassroom
$2,993
$3,105

Total
$7,105
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.6	53.9	56.5	57.1	57.9	57.9	61.2
Nonclassroom dollars:							
Administration	12.3	12.4	12.3	12.1	12.1	9.5	11.0
Plant operations	14.2	14.7	13.4	13.3	10.9	11.3	9.6
Food service	4.2	4.7	4.1	3.8	3.3	4.7	3.9
Transportation	3.2	3.5	3.9	3.7	4.2	4.3	4.1
Student support	5.5	6.4	6.0	6.4	7.3	7.3	5.2
Instruction support	5.0	4.4	3.8	3.6	4.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.2	16.5	17.2	17.4
Average teacher salary	$41,041	$45,433	$41,488	$43,833
Average years' experience	8.6	8.4	9.3	8.1

Classroom dollar ranking: 65 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher, librarian, speech pathologist, counselor, psychologist, speech therapist, and social worker earned between $5,086 and $5,886 in additional salary. An Athletic Director/Dean of Students earned an additional $2,580.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Using each school's Effective School Plan, teachers targeted nine areas for growth. Artifacts that represented completion of the targeted areas and demonstrated student growth were presented at each teacher's end-of-year conference.

Menu

- The District continued to use monies to pay for 3 teachers to help reduce class sizes.
- Monies were also used to increase eligible employee base salaries.

Fowler Elementary School District

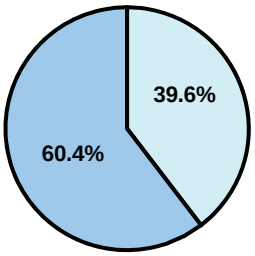
Maricopa County

District size:	Medium
Students attending:	4,193
Number of schools:	7
Number of certified teachers:	245

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

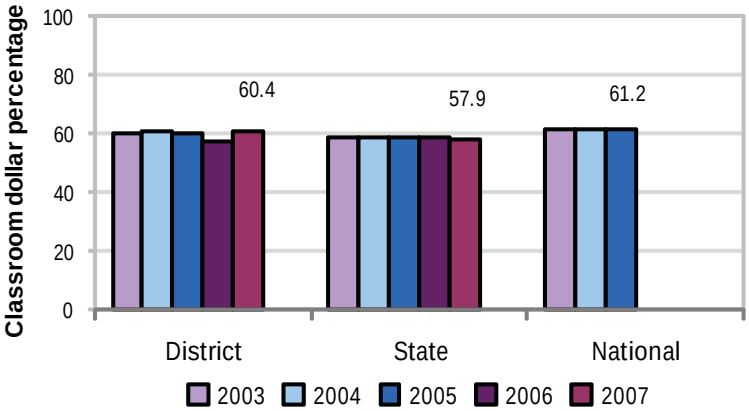


Classroom
$4,383
$4,277

Nonclassroom
$2,874
$3,105

Total
$7,257
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.1	60.7	60.3	57.5	60.4	57.9	61.2
Nonclassroom dollars:							
Administration	11.8	9.4	11.2	10.7	10.7	9.5	11.0
Plant operations	8.7	9.0	7.2	8.1	8.3	11.3	9.6
Food service	7.1	7.7	6.8	6.9	6.5	4.7	3.9
Transportation	3.7	3.1	3.2	3.5	3.2	4.3	4.1
Student support	6.1	8.3	8.6	9.7	8.6	7.3	5.2
Instruction support	2.5	1.8	2.7	3.6	2.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.6	17.6	17.1	17.4
Average teacher salary	$38,000	$38,000	$39,167	$43,833
Average years' experience	6.8	6.6	5.7	8.1

Classroom dollar ranking: 34 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and student advisor earned an additional $4,264 in salary, and each counselor, speech pathologist, and instructional aide earned between $1,597 and $2,667.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals required an increased percentage of students to meet or exceed state standards in reading and math as measured by the AIMS test.
- Performance evaluations showed that teachers completed curriculum maps to ensure they were teaching to state standards and were effectively using technology to create classroom Web sites.
- Teachers were also compensated for leadership activities, such as chairing student study or site improvement teams.

Menu

- Monies were used for a variety of AIMS intervention activities, including after-school tutoring, Saturday school, and summer school.
- Monies were also used to increase eligible employee compensation.

Fredonia-Moccasin Unified School District

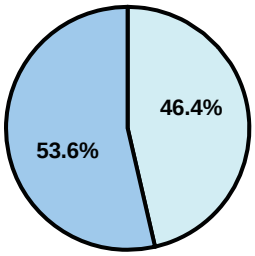
Coconino County

District size:	Small
Students attending:	339
Number of schools:	2
Number of certified teachers:	19

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,553
$4,277

Nonclassroom
$3,939
$3,105

Total
$8,492
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.3	62.8	62.4	59.8	53.6	57.9	61.2
Nonclassroom dollars:							
Administration	14.4	12.1	13.1	13.5	17.6	9.5	11.0
Plant operations	14.1	13.3	12.7	13.0	11.2	11.3	9.6
Food service	6.0	5.1	4.4	5.6	5.4	4.7	3.9
Transportation	2.4	2.9	3.0	3.1	4.7	4.3	4.1
Student support	3.0	3.0	3.5	3.8	3.4	7.3	5.2
Instruction support	0.8	0.8	0.9	1.2	4.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.9	13.6	18.0	17.4
Average teacher salary	$39,128	$39,769	$47,974	$43,833
Average years' experience	9.1	9.2	10.7	8.1

Classroom dollar ranking: 138 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,655 in salary, and each librarian and counselor earned between $2,960 and $4,624.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Eligible employees earned performance pay based on the percentage of students who met or exceeded standards in reading, writing, and math on the AIMS test.
- The student attendance rate was at least 95 percent.
- Each teacher selected an individual goal focused on either parent involvement, professional development, leadership, tutoring, or extracurricular activities.
- One goal was linked to the District's graduation rate.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Teacher development monies were used to send a media specialist to a state librarian conference.
- Dropout prevention monies were used to provide an end-of-term field trip for passing middle school students.

Ft. Huachuca Accommodation School District

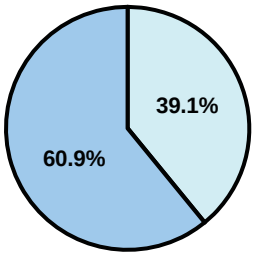
Cochise County

District size:	Medium
Students attending:	971
Number of schools:	3
Number of certified teachers:	77

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

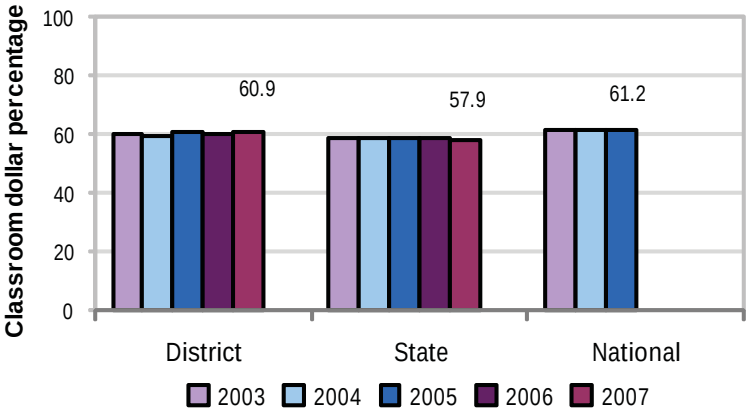


Classroom
$10,827
$4,277

Nonclassroom
$6,962
$3,105

Total
$17,789
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	59.8	59.3	60.4	59.7	60.9	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	12.7	12.2	12.4	12.6	9.5	11.0
Plant operations	10.2	10.9	9.4	10.9	10.7	11.3	9.6
Food service	3.7	3.9	4.1	4.1	4.1	4.7	3.9
Transportation	2.8	3.0	3.1	3.6	3.3	4.3	4.1
Student support	7.2	7.3	6.9	6.5	6.7	7.3	5.2
Instruction support	2.6	2.9	3.9	2.8	1.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	14.2	14.0	8.1	17.4
Average teacher salary	$49,310	$55,848	$54,668	$43,833
Average years' experience	11.9	12.2	12.6	8.1

Classroom dollar ranking: 30 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $5,052 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Students' scores on standardized tests increased.

Menu

- Menu monies were used solely to increase eligible employee compensation.

Ft. Thomas Unified School District

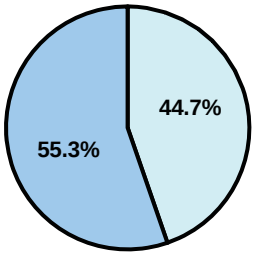
Graham County

District size:	Small
Students attending:	478
Number of schools:	2
Number of certified teachers:	44

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

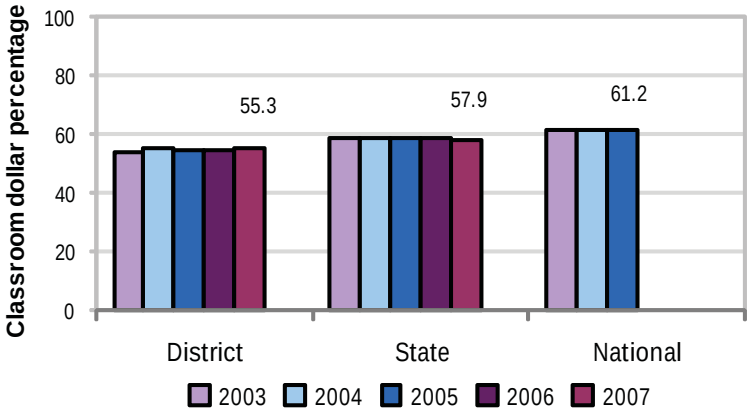


Classroom
$8,050
$4,277

Nonclassroom
$6,495
$3,105

Total
$14,545
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.1	55.2	54.5	54.7	55.3	57.9	61.2
Nonclassroom dollars:							
Administration	13.9	12.9	13.9	14.8	15.0	9.5	11.0
Plant operations	10.0	11.8	9.3	10.7	10.1	11.3	9.6
Food service	6.7	8.0	8.7	6.5	5.5	4.7	3.9
Transportation	5.5	5.1	4.9	5.1	4.6	4.3	4.1
Student support	2.5	1.5	3.4	2.7	4.5	7.3	5.2
Instruction support	7.3	5.5	5.2	5.5	5.0	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.4	12.3	10.9	17.4
Average teacher salary	$35,692	$37,950	$37,719	$43,833
Average years' experience	10.6	11.2	9.9	8.1

Classroom dollar ranking: 110 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $4,238, each aide earned $407, each librarian earned $2,384, and each counselor earned $4,760 in additional salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Standardized test scores were used to measure student improvement in reading.
- Teachers participated in after-school tutoring and professional development activities.

Menu

- Monies were used solely to increase eligible employee compensation.

Gadsden Elementary School District

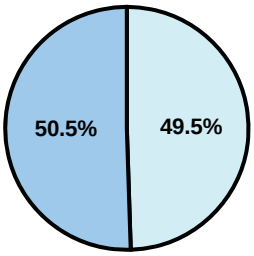
Yuma County

District size:	Medium
Students attending:	4,461
Number of schools:	8
Number of certified teachers:	214

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

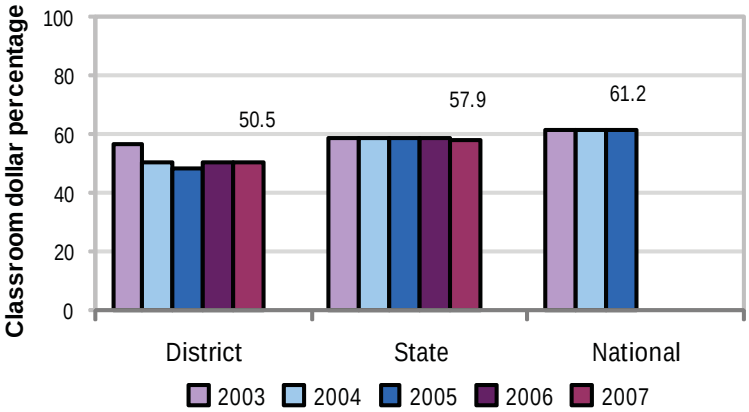


Classroom
$3,767
$4,277

Nonclassroom
$3,697
$3,105

Total
$7,464
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.6	50.6	48.6	50.2	50.5	57.9	61.2
Nonclassroom dollars:							
Administration	13.5	11.7	11.9	12.2	12.2	9.5	11.0
Plant operations	9.1	11.7	11.1	10.5	10.5	11.3	9.6
Food service	7.3	8.1	8.6	8.3	8.3	4.7	3.9
Transportation	3.7	3.5	3.0	3.0	3.0	4.3	4.1
Student support	5.1	5.4	6.1	6.4	6.7	7.3	5.2
Instruction support	4.7	9.0	10.7	9.4	8.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.9	22.4	20.8	17.4
Average teacher salary	$42,785	$41,709	$43,145	$43,833
Average years' experience	7.1	7.5	7.8	8.1

Classroom dollar ranking: 173 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, instructional aide, librarian, speech pathologist, counselor, preschool director, reading specialist, and No Child Left Behind specialist earned an additional $4,410 in salary, and each psychologist earned an additional $3,260.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Standardized test scores were used to measure improvement in student achievement.
- Teachers attended professional development activities, received satisfactory performance evaluations, and participated in leadership activities and tutoring.
- Student attendance rates averaged at least 93.5 percent.
- Parent involvement increased.

Menu

- Monies continued to be used for professional development and community service activities to help improve student achievement. In addition, the District hired 2 professional development coaches and used outside consultants to structure its professional development program.

Ganado Unified School District

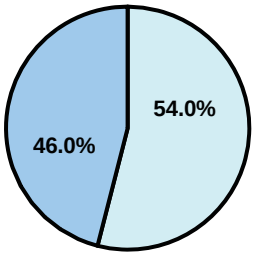
Apache County

District size:	Medium
Students attending:	1,766
Number of schools:	4
Number of certified teachers:	117

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

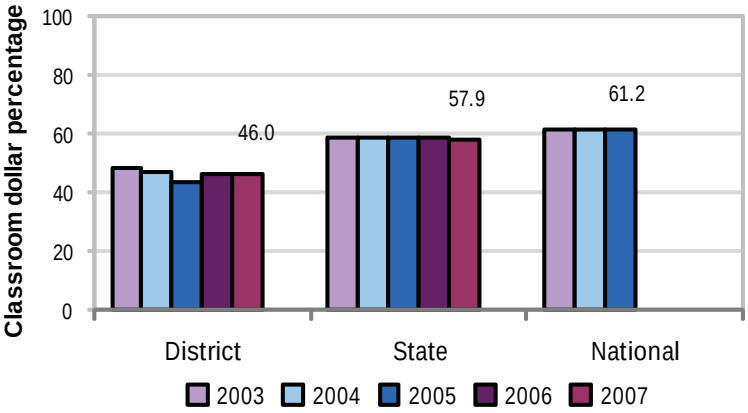


Classroom
$5,829
$4,277

Nonclassroom
$6,830
$3,105

Total
$12,659
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.0	47.0	43.5	46.3	46.0	57.9	61.2
Nonclassroom dollars:							
Administration	15.8	18.7	23.8	19.2	19.7	9.5	11.0
Plant operations	13.9	14.8	13.3	15.1	14.1	11.3	9.6
Food service	3.9	3.7	3.8	3.7	3.4	4.7	3.9
Transportation	7.3	6.7	6.8	6.7	7.3	4.3	4.1
Student support	5.9	5.5	5.7	5.5	6.4	7.3	5.2
Instruction support	5.2	3.6	3.0	3.5	3.1	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.0	15.5	15.1	17.4
Average teacher salary	$39,216	$41,850	$38,948	$43,833
Average years' experience	7.8	7.5	7.9	8.1

Classroom dollar ranking: 196 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,655 in salary, and each librarian and counselor earned approximately $5,000 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- All schools increased the number of students meeting or exceeding standards on the AIMS Math, Reading, or Writing assessment.
- All schools maintained student attendance rates of at least 90 percent.
- All schools received a satisfactory quality rating on a student survey.
- Teachers received acceptable performance evaluations.
- The goal not met required Ganado High School to maintain a graduation rate of 75 percent.

Menu

- Monies were used solely to increase eligible employee compensation.

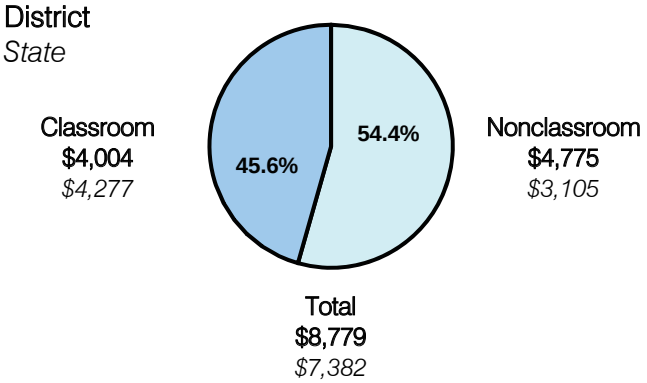
Gila Bend Unified School District

Maricopa County

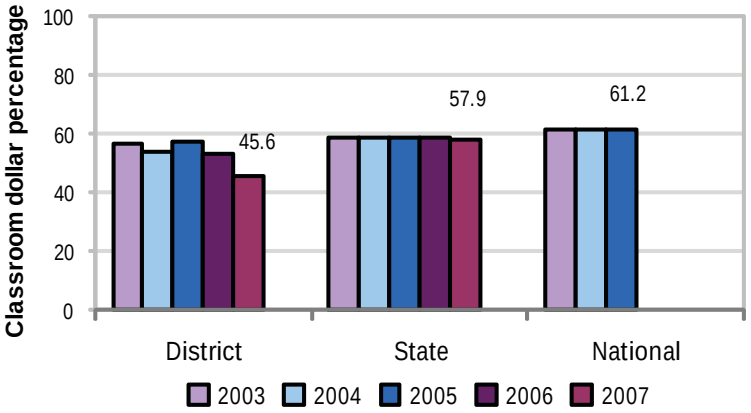
District size:	Small
Students attending:	443
Number of schools:	2
Number of certified teachers:	29

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.4	54.0	57.3	53.0	45.6	57.9	61.2
Nonclassroom dollars:							
Administration	16.0	14.9	12.5	15.7	21.3	9.5	11.0
Plant operations	14.5	17.2	14.6	13.1	14.9	11.3	9.6
Food service	5.9	5.4	6.6	5.9	6.6	4.7	3.9
Transportation	1.9	0.8	0.4	1.5	1.7	4.3	4.1
Student support	5.1	7.7	7.2	8.8	5.4	7.3	5.2
Instruction support	0.2		1.4	2.0	4.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.4	14.3	15.3	17.4
Average teacher salary	$36,647	$38,151	$38,235	$43,833
Average years' experience	7.1	7.6	8.3	8.1

Classroom dollar ranking: 198 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,468 in salary.

Performance

- The District accomplished most of its goals, which were based on district and individual performance.
- Student achievement was based on standardized test scores.
- Most teachers received satisfactory performance evaluations.
- Student and parent satisfaction with teachers and the District improved.
- Student attendance was 100 percent on standardized testing days.

Menu

- Monies were used solely to increase teacher compensation.

Gila County Regional School District

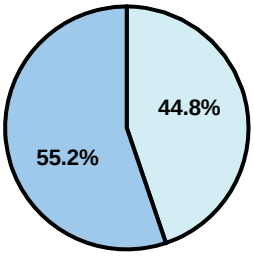
Gila County

District size: Very Small
Students attending: 92
Number of schools: 2
Number of certified teachers: 2

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

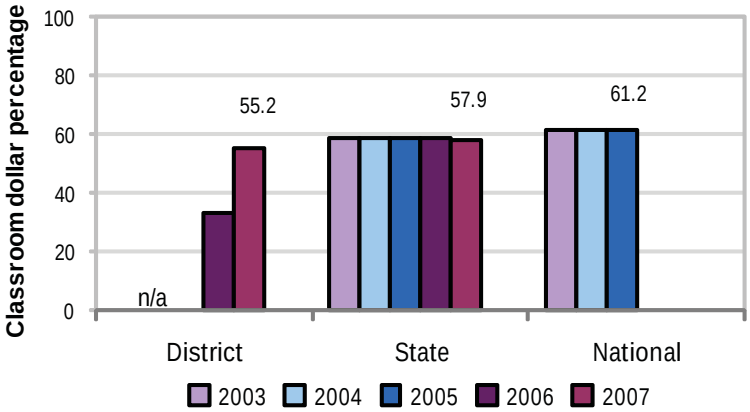


Classroom
$3,478
$4,277

Nonclassroom
$2,822
$3,105

Total
$6,300
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	n/a	n/a	n/a	33.1	55.2	57.9	61.2
Nonclassroom dollars:	n/a	n/a	n/a				
Administration				38.7	23.2	9.5	11.0
Plant operations				3.5	6.3	11.3	9.6
Food service					1.9	4.7	3.9
Transportation				0.5	6.4	4.3	4.1
Student support				0.5	6.0	7.3	5.2
Instruction support				23.7	1.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	n/a	24.0	45.9	17.4
Average teacher salary	n/a	$24,194	$36,867	$43,833
Average years' experience	n/a	15.0	15.0	8.1

Classroom dollar ranking: 112 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $1,611 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The District's schools met Adequate Yearly Progress objectives.
- Teachers attended and participated in weekly staffing meetings at least 90 percent of the time and documented at least 5 weekly parent contacts during the second semester.
- Each school's overall score on a parent satisfaction survey was at least 4, based on a scale of 0 to 5.

Menu

- The District did not spend any menu monies during fiscal year 2007.

Gila Institute for Technology

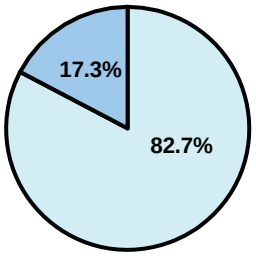
Graham County

District size:	Very Small
Students attending:	55
Number of schools:	n/a
Number of certified teachers:	1

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

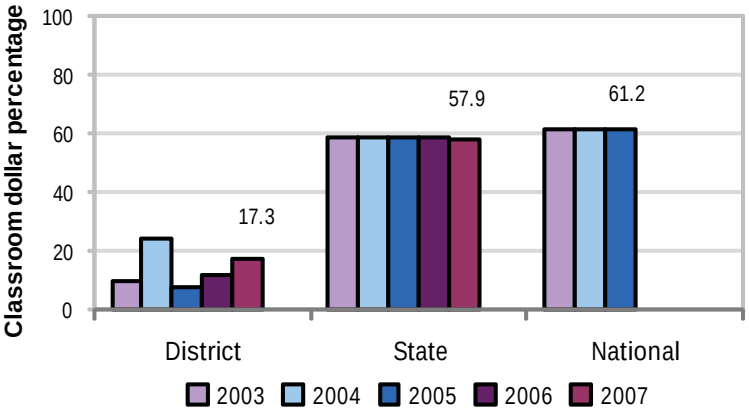


Classroom
$1,288
$4,277

Nonclassroom
$6,174
$3,105

Total
$7,462
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	9.7	24.3	7.4	11.6	17.3	57.9	61.2
Nonclassroom dollars:							
Administration	81.7	60.5	55.5	83.8	76.5	9.5	11.0
Plant operations	7.7	5.2	5.2	4.6	5.4	11.3	9.6
Food service						4.7	3.9
Transportation						4.3	4.1
Student support	0.5	9.6	31.9		0.8	7.3	5.2
Instruction support	0.4	0.4				4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	n/a	n/a	n/a	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 224 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- The teacher earned an additional $3,043 in salary.

Performance

- The District accomplished its goal, which was based on individual performance.
- The attendance rate for students completing classes was 84 percent.

Menu

- The teacher was compensated for participating in a summer dropout prevention program, which the District reports helped 8 at-risk students earn credits toward graduation.

Gilbert Unified School District

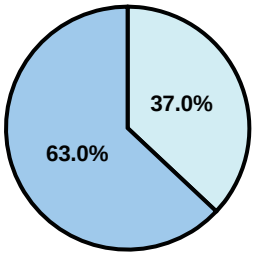
Maricopa County

District size:	Very Large
Students attending:	35,850
Number of schools:	39
Number of certified teachers:	2,139

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

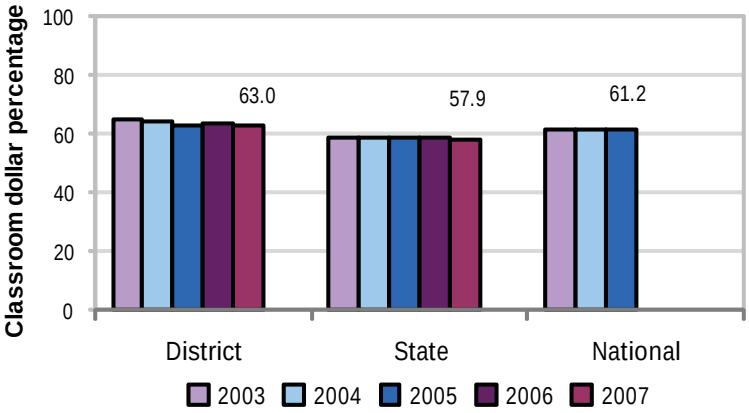


Classroom
$4,009
$4,277

Nonclassroom
$2,359
$3,105

Total
$6,368
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	64.5	64.3	63.0	63.3	63.0	57.9	61.2
Nonclassroom dollars:							
Administration	8.2	7.8	7.4	7.4	7.3	9.5	11.0
Plant operations	12.5	12.3	12.0	11.4	11.4	11.3	9.6
Food service	4.2	4.0	4.3	4.4	4.4	4.7	3.9
Transportation	2.7	3.2	3.3	3.9	4.0	4.3	4.1
Student support	5.2	5.4	6.8	6.8	7.4	7.3	5.2
Instruction support	2.6	2.9	3.0	2.7	2.4	4.8	4.8
Other	0.1	0.1	0.2	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.5	17.3	16.8	17.4
Average teacher salary	$40,910	$43,157	43,816	$43,833
Average years' experience	7.1	7.2	7.1	8.1

Classroom dollar ranking: 15 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,606 in salary, and each librarian, speech pathologist, and counselor earned between $4,943 and $5,290.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Each school established an academic goal relating to math, reading, or writing. To help meet the goals, teachers at each site created an action plan that called for classroom practice and assessment.
- The AZ LEARNS Achievement Profile was used to measure the success of teachers' plans.
- Teachers completed 15 hours of professional development activities that supported the academic goals.

Menu

- Monies were used to reduce class size.
- The schools were also allocated monies to pay for professional development activities.

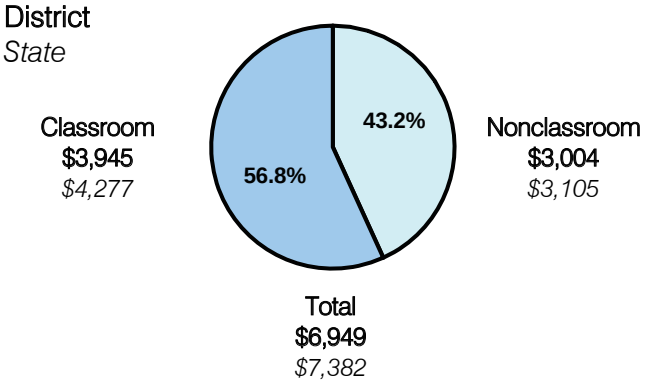
Glendale Elementary School District

Maricopa County

District size:	Large
Students attending:	13,057
Number of schools:	17
Number of certified teachers:	726

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.1	58.3	55.2	56.3	56.8	57.9	61.2
Nonclassroom dollars:							
Administration	10.3	10.0	10.6	10.8	11.2	9.5	11.0
Plant operations	9.1	9.9	10.1	9.8	10.0	11.3	9.6
Food service	5.8	6.0	6.5	6.3	6.6	4.7	3.9
Transportation	3.1	2.8	2.8	2.6	2.9	4.3	4.1
Student support	4.7	4.9	5.3	5.2	5.2	7.3	5.2
Instruction support	7.9	8.1	9.5	9.0	7.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.3	19.1	18.0	17.4
Average teacher salary	$40,435	$41,004	$39,869	$43,833
Average years' experience	7.8	7.0	6.3	8.1

Classroom dollar ranking: 84 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned $4,659 in additional salary, and each librarian, advisor, teacher coach, coordinator, facilitator, intervention specialist, and trainer earned between $1,064 and $1,496. These amounts included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Schools had to meet Adequate Yearly Progress objectives and receive a "Performing" or better label from ADE for AZ LEARNS, or students had to demonstrate progress on AIMS reading, writing, and math scores from one year to the next.

Menu

- Monies were used to pay tutors for AIMS intervention activities.

Glendale Union High School District

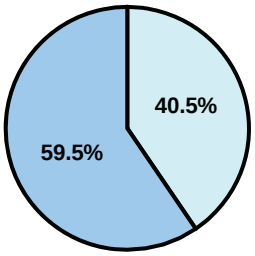
Maricopa County

District size:	Large
Students attending:	14,896
Number of schools:	10
Number of certified teachers:	742

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

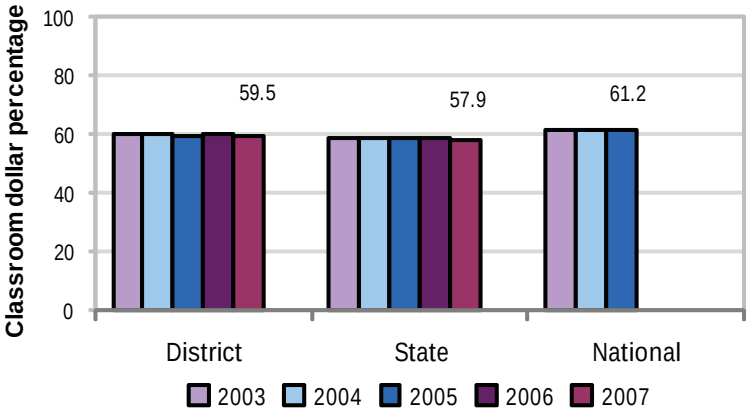


Classroom
$4,486
$4,277

Nonclassroom
$3,049
$3,105

Total
$7,535
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.7	60.1	59.4	59.8	59.5	57.9	61.2
Nonclassroom dollars:							
Administration	9.9	9.1	8.9	8.1	7.7	9.5	11.0
Plant operations	12.8	12.8	13.2	13.8	14.6	11.3	9.6
Food service	3.4	3.7	3.9	3.8	3.6	4.7	3.9
Transportation	2.7	2.7	2.9	2.9	3.0	4.3	4.1
Student support	5.6	5.6	5.7	5.9	5.9	7.3	5.2
Instruction support	5.4	5.5	5.5	5.3	5.3	4.8	4.8
Other	0.5	0.5	0.5	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.6	20.6	20.1	17.4
Average teacher salary	$48,509	$50,899	$48,182	$43,833
Average years' experience	9.2	9.2	8.9	8.1

Classroom dollar ranking: 46 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,654, and each librarian and counselor earned between $7,669 and $8,374, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- Students had to demonstrate success or improvement on standardized tests and district assessments.
- The District's schools had to earn AZ LEARNS labels of "Performing" or better and demonstrate Adequate Yearly Progress.
- Other goals were linked to student participation in extracurricular activities, dropout-graduation rates, and the results of a parent-student satisfaction survey.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to pay for computer-based learning for 250 students at risk for dropping out.

Globe Unified School District

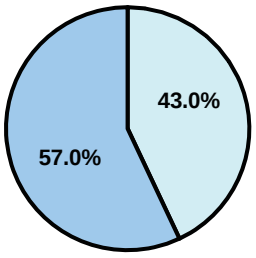
Gila County

District size:	Medium
Students attending:	1,888
Number of schools:	3
Number of certified teachers:	106

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

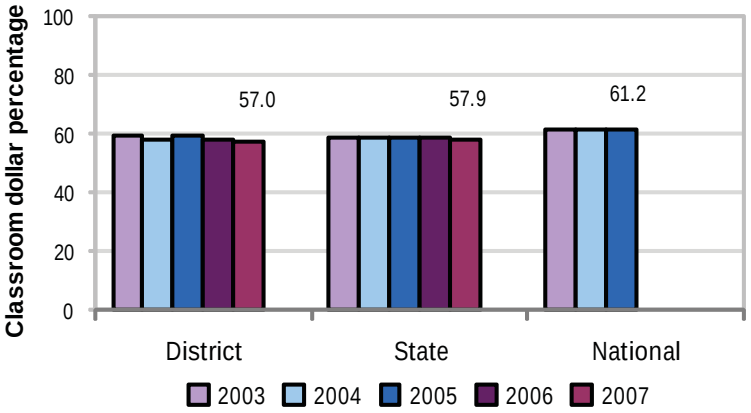


Classroom
$3,962
$4,277

Nonclassroom
$2,988
$3,105

Total
$6,950
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	58.1	59.4	57.8	57.0	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	13.4	11.8	12.4	12.9	9.5	11.0
Plant operations	11.3	11.7	12.6	13.7	14.2	11.3	9.6
Food service	5.3	5.4	5.6	5.2	4.9	4.7	3.9
Transportation	4.7	4.8	4.9	4.8	4.3	4.3	4.1
Student support	2.9	2.7	2.7	2.4	2.4	7.3	5.2
Instruction support	3.1	3.9	3.0	3.7	4.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	18.4	17.8	17.4
Average teacher salary	$36,837	$36,849	$36,637	$43,833
Average years' experience	8.9	9.2	9.3	8.1

Classroom dollar ranking: 77 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $5,312 in salary and each librarian and counselor earned between $5,489 and $6,051.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Students showed measurable growth in core areas where needs had been identified.
- Teachers attended at least 18 hours of district-provided professional development and made at least 20 positive contacts with parents.

Menu

- Monies were used solely to increase eligible employee compensation.

Graham County Special Services

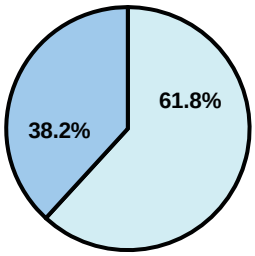
Graham County

District size:	Very Small
Students attending:	43
Number of schools:	1
Number of certified teachers:	8

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

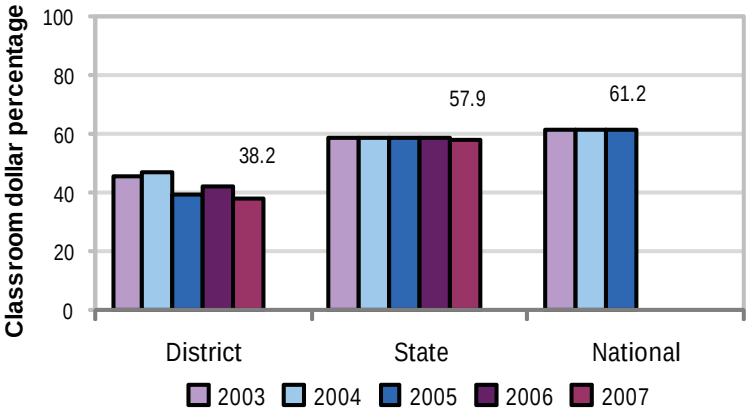


Classroom
$10,487
$4,277

Nonclassroom
$16,968
$3,105

Total
$27,455
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	45.6	46.7	39.2	41.8	38.2	57.9	61.2
Nonclassroom dollars:							
Administration	6.5	6.1	6.7	6.8	10.6	9.5	11.0
Plant operations	2.5	3.0	8.0	8.9	8.8	11.3	9.6
Food service						4.7	3.9
Transportation	8.0	7.0	6.5	6.4	6.7	4.3	4.1
Student support	34.6	34.1	36.1	36.0	35.7	7.3	5.2
Instruction support				0.1		4.8	4.8
Other	2.8	3.1	3.5			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	6.1	5.0	5.5	17.4
Average teacher salary	$35,259	$36,133	$37,060	$43,833
Average years' experience	8.8	7.9	9.5	8.1

Classroom dollar ranking: 219 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,000 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Teachers participated in professional development activities focused on meeting the needs of individual students.

Menu

- Monies were primarily used to increase teacher compensation. The District indicated that the increases helped recruit and retain teachers.

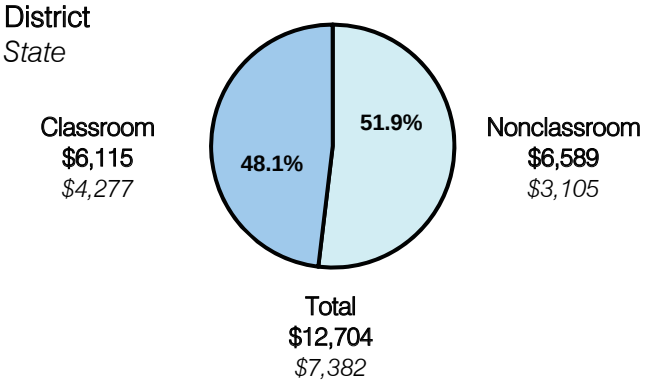
Grand Canyon Unified School District

Coconino County

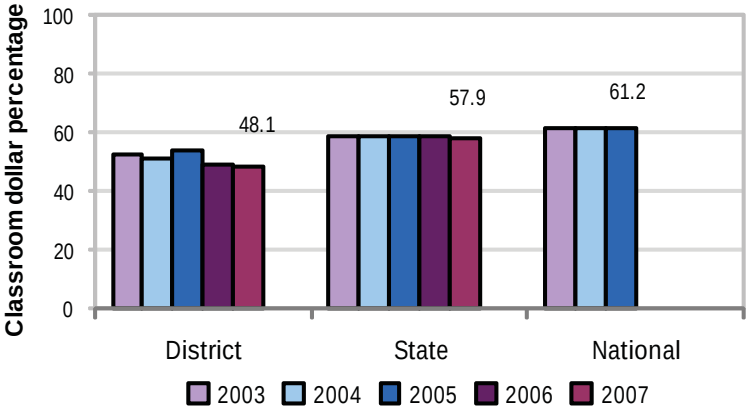
District size:	Small
Students attending:	280
Number of schools:	2
Number of certified teachers:	27

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.7	53.5	53.7	49.2	48.1	57.9	61.2
Nonclassroom dollars:		n/a					
Administration	13.0		12.8	12.5	12.4	9.5	11.0
Plant operations	17.7		18.7	21.5	20.3	11.3	9.6
Food service	2.6		2.7	2.3	2.5	4.7	3.9
Transportation	4.0		3.4	4.0	4.0	4.3	4.1
Student support	5.2		6.5	7.4	9.4	7.3	5.2
Instruction support	4.8		2.2	3.1	3.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.9	9.7	10.3	17.4
Average teacher salary	$37,768	$37,229	$41,945	$43,833
Average years' experience	10.1	9.3	8.3	8.1

Classroom dollar ranking: 188 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned $3,883 in additional salary, and each librarian and counselor earned between $3,889 and $4,421.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers were paid incentive monies for having two or fewer absences.
- Eligible employees earned $250 per day plus expenses for attending 5-10 days of training on alignment with state standards, curriculum development, and alignment with International Baccalaureate standards.
- Mentor teachers received an incentive of $200 per semester, and curriculum coordinators for math and reading received incentives of $2,000 for the school year.

Menu

- Monies were used solely to increase eligible employee compensation.

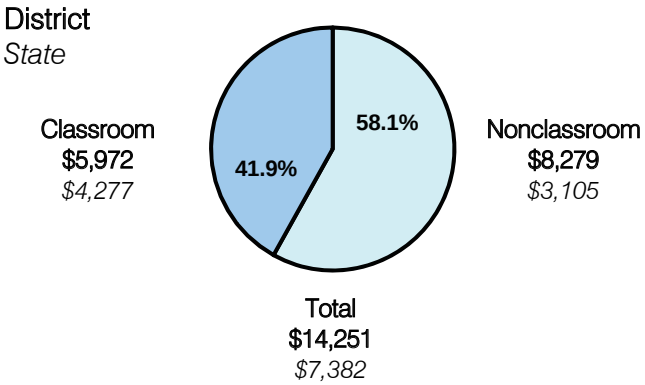
Hackberry Elementary School District

Mohave County

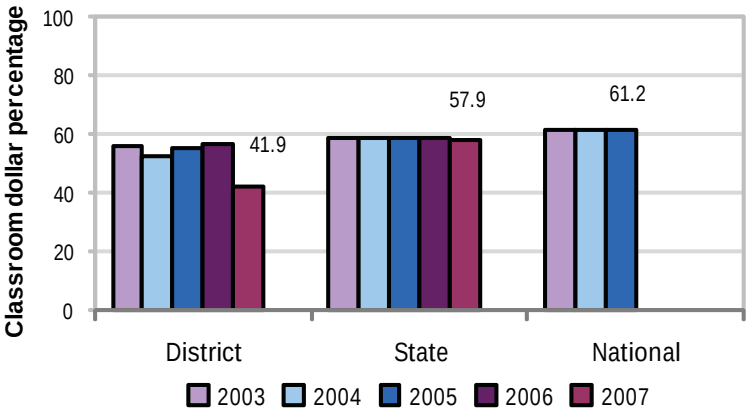
District size:	Very Small
Students attending:	63
Number of schools:	1
Number of certified teachers:	7

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.9	52.5	55.0	56.7	41.9	57.9	61.2
Nonclassroom dollars:							
Administration	25.5	24.7	23.3	17.2	20.3	9.5	11.0
Plant operations	8.3	10.9	8.7	12.8	15.0	11.3	9.6
Food service	2.7	2.6	5.1	6.5	6.1	4.7	3.9
Transportation	5.1	6.3	5.5	5.1	4.7	4.3	4.1
Student support	0.1	1.6	0.4	0.4	1.6	7.3	5.2
Instruction support	2.4	1.4	1.9	1.3	10.4	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	11.3	11.8	9.0	17.4
Average teacher salary	$32,155	$35,267	$43,647	$43,833
Average years' experience	3.5	4.6	5.8	8.1

Classroom dollar ranking: 210 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned $2,996 in additional salary, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished some of its goals, which were based on individual, school, and district performance.
- Student achievement was measured through pre-, mid-, and post-school year tests.
- Teachers had to post grades and deliver report cards in a timely manner, communicate with the parents of at least 2 students each week, and demonstrate effective teaching techniques.
- Other goals were linked to student attendance, parent and community involvement, and teacher evaluations.

Menu

- Menu monies were used to increase teacher compensation and for professional development.

Hayden-Winkelman Unified School District

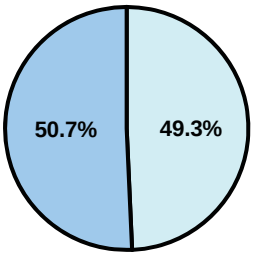
Gila County

District size: Small
Students attending: 318
Number of schools: 4
Number of certified teachers: 32

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

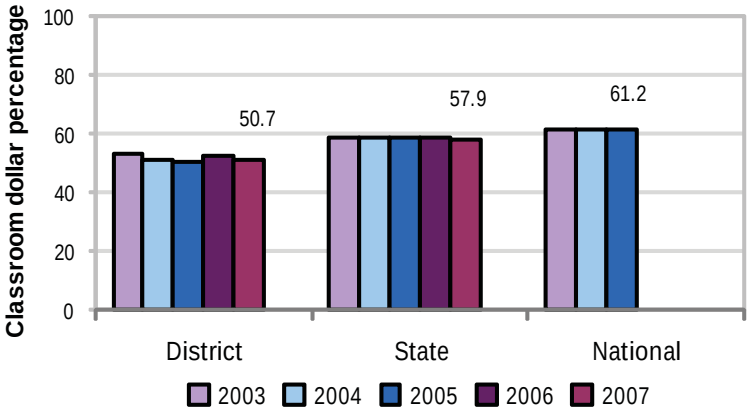


Classroom
$5,839
$4,277

Nonclassroom
$5,673
$3,105

Total
$11,512
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.9	52.5	55.0	52.2	50.7	57.9	61.2
Nonclassroom dollars:							
Administration	25.5	24.7	23.3	13.9	14.4	9.5	11.0
Plant operations	8.3	10.9	8.7	14.7	15.5	11.3	9.6
Food service	2.7	2.6	5.1	6.1	7.2	4.7	3.9
Transportation	5.1	6.3	5.5	5.0	5.7	4.3	4.1
Student support	0.1	1.6	0.4	4.4	4.6	7.3	5.2
Instruction support	2.4	1.4	1.9	3.7	1.9	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.2	12.5	9.9	17.4
Average teacher salary	$37,264	$36,588	$42,922	$43,833
Average years' experience	10.2	10.5	11.2	8.1

Classroom dollar ranking: 170 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher and counselor earned $6,017 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Primary and intermediate school teachers implemented the science inquiry process in every classroom, including delivering monthly science presentations.
- Middle school teachers focused on implementing reading strategies to help struggling readers.
- High school teachers helped students develop note-taking skills in their specific content areas.

Menu

- Menu monies were used solely to increase eligible employee compensation.

Heber-Overgaard Unified School District

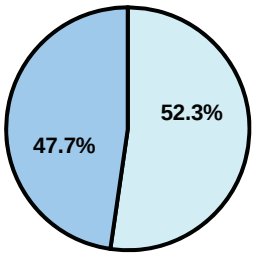
Navajo County

District size:	Small
Students attending:	590
Number of schools:	4
Number of certified teachers:	34

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

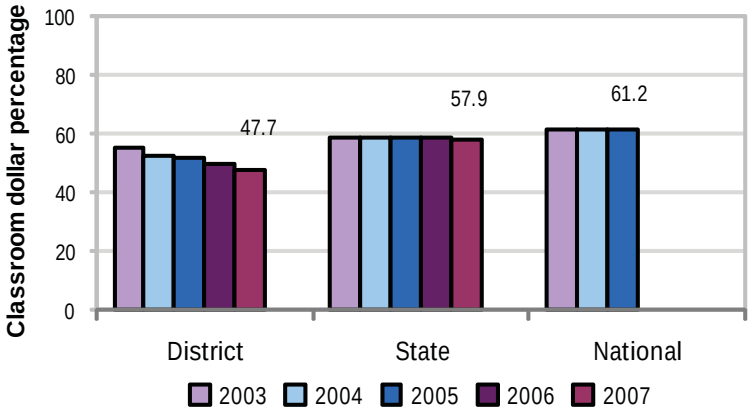


Classroom
$3,859
$4,277

Nonclassroom
$4,223
$3,105

Total
$8,082
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	15.9	16.6	17.1	17.4
Average teacher salary	$34,761	$40,568	$41,507	$43,833
Average years' experience	9.0	9.3	9.9	8.1

Classroom dollar ranking: 190 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,515 in salary, and each librarian and counselor earned between $6,793 and $6,820 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers met student achievement goals, which were based on the change in students' pre- and post-test scores.
- The primary school decreased student absenteeism through student rewards and parent contacts.
- Each school developed parent surveys and set goals for the next school year based on the results of the surveys.
- Other goals were linked to teacher performance evaluations.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 29 teachers were compensated for attending 2 professional development workshops on non-school days.

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.1	52.3	51.7	49.8	47.7	57.9	61.2
Nonclassroom dollars:							
Administration	13.4	11.6	12.0	14.8	15.5	9.5	11.0
Plant operations	13.7	15.5	15.2	14.8	14.9	11.3	9.6
Food service	4.7	4.4	4.5	5.0	5.0	4.7	3.9
Transportation	6.1	6.6	7.1	7.6	7.5	4.3	4.1
Student support	4.4	5.9	6.3	4.8	6.1	7.3	5.2
Instruction support	2.5	3.3	2.7	2.8	2.9	4.8	4.8
Other	0.1	0.4	0.5	0.4	0.4	0.2	0.2

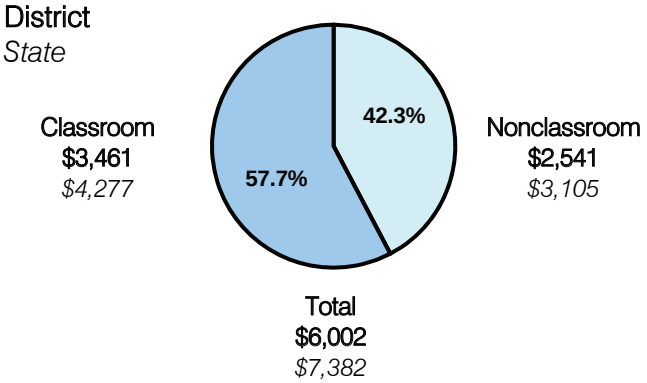
Higley Unified School District

Maricopa County

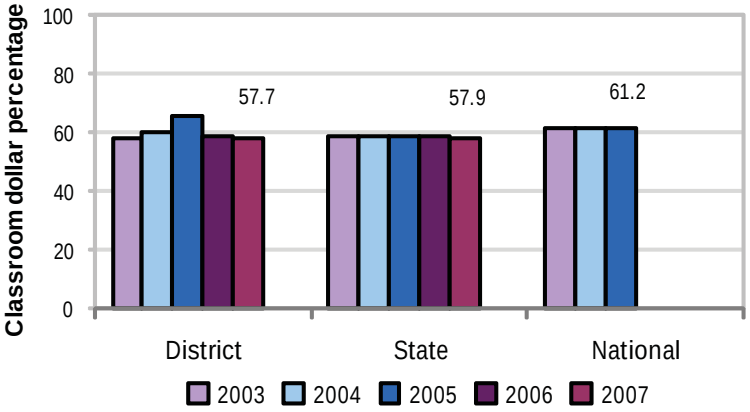
District size:	Large
Students attending:	7,714
Number of schools:	7
Number of certified teachers:	419

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.2	59.9	65.4	58.6	57.7	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	13.0	10.2	11.0	11.6	9.5	11.0
Plant operations	13.1	11.4	8.8	10.4	11.3	11.3	9.6
Food service	4.5	4.0	3.9	4.2	4.3	4.7	3.9
Transportation	4.3	4.3	4.7	5.3	4.7	4.3	4.1
Student support	4.4	5.0	4.7	7.0	6.8	7.3	5.2
Instruction support	1.8	2.4	2.3	3.5	3.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.5	18.6	18.4	17.4
Average teacher salary	$35,338	$37,712	$37,901	$43,833
Average years' experience	5.5	5.3	5.4	8.1

Classroom dollar ranking: 67 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and teacher on assignment earned an additional $6,039 in salary, and the speech pathologist earned an additional $4,662.

Performance

- The District accomplished its goals, which were based on individual performance.
- Most teachers participated in 24 hours of professional development activities on non-school days, including seminars on classroom management, technology, math, and literacy.

Menu

- Monies were used solely to increase eligible employee compensation.

Hillside Elementary School District

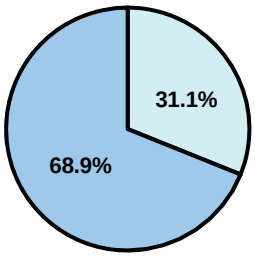
Yavapai County

District size:	Very Small
Students attending:	28
Number of schools:	1
Number of certified teachers:	2

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

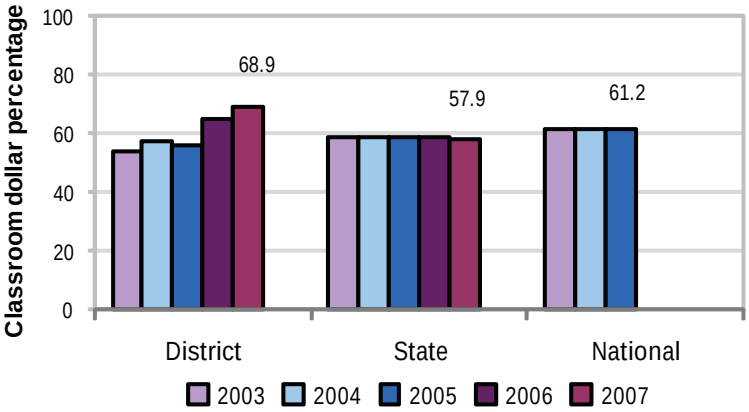


Classroom
$6,576
$4,277

Nonclassroom
$2,962
$3,105

Total
$9,538
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	53.8	57.5	56.0	64.5	68.9	57.9	61.2
Nonclassroom dollars:							
Administration	14.2	11.6	12.5	8.0	6.1	9.5	11.0
Plant operations	12.8	12.4	13.4	10.6	12.9	11.3	9.6
Food service						4.7	3.9
Transportation	15.6	15.2	13.2	11.3	10.2	4.3	4.1
Student support	3.0	3.3	4.7	5.3	1.6	7.3	5.2
Instruction support	0.6		0.2	0.3	0.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	12.0	16.0	14.0	17.4
Average teacher salary	n/a	n/a	$37,367	$43,833
Average years' experience	4.0	6.0	15.0	8.1

Classroom dollar ranking: 3 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned $2,563 in additional salary, and each instructional aide earned $505.

Performance

- The District accomplished its goals, which were based on district performance.
- Students demonstrated 1 year's academic progress.
- Special needs students met all Individual Education Plan goals.
- A parent-student survey showed a 50 percent satisfaction rate.

Menu

- Monies were used solely to increase eligible employee compensation.

Holbrook Unified School District

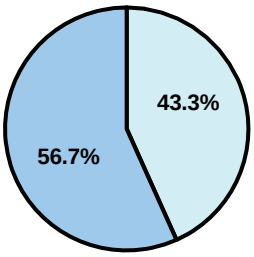
Navajo County

District size:	Medium
Students attending:	1,938
Number of schools:	5
Number of certified teachers:	149

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

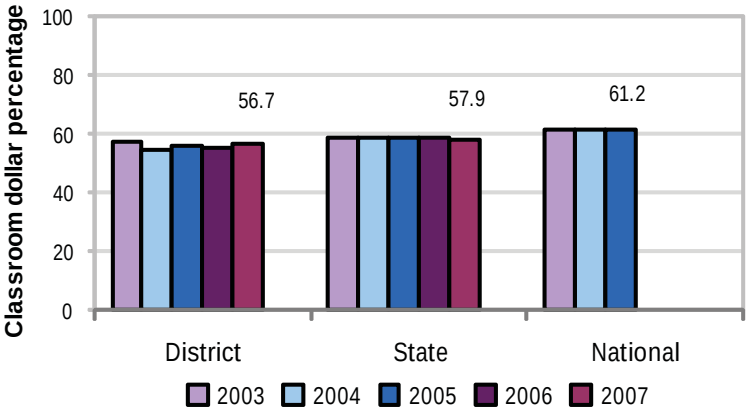


Classroom
$5,446
$4,277

Nonclassroom
$4,151
$3,105

Total
$9,597
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.2	54.6	55.6	55.4	56.7	57.9	61.2
Nonclassroom dollars:							
Administration	12.3	11.6	10.1	10.0	9.5	9.5	11.0
Plant operations	11.1	12.7	12.4	12.8	11.4	11.3	9.6
Food service	4.7	4.5	4.5	4.0	4.5	4.7	3.9
Transportation	3.9	4.2	5.5	5.2	5.3	4.3	4.1
Student support	6.3	6.7	6.9	6.7	7.2	7.3	5.2
Instruction support	4.5	5.7	4.9	5.8	5.4	4.8	4.8
Other			0.1	0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.5	14.0	13.0	17.4
Average teacher salary	$42,680	$42,569	$45,135	$43,833
Average years' experience	8.3	8.5	9.1	8.1

Classroom dollar ranking: 85 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $8,246 in salary, and each librarian and counselor earned between $1,657 and $1,911 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals called for increasing the number of students who met or exceeded grade-level benchmarks and state and national standards on the AIMS and Terra Nova tests.
- 25 percent of the seniors who had not already passed all of the AIMS assessments required for graduation passed all requirements.
- Other goals were linked to teacher evaluations, professional development, and parent-student satisfaction.

Menu

- Monies were used solely to increase teacher compensation in an effort to attract and retain teachers.

Humboldt Unified School District

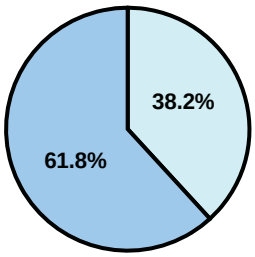
Yavapai County

District size:	Large
Students attending:	6,112
Number of schools:	9
Number of certified teachers:	354

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

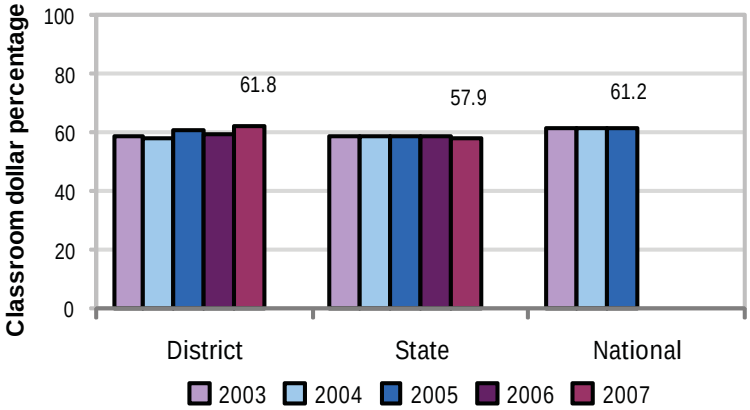


Classroom
$4,007
$4,277

Nonclassroom
$2,472
$3,105

Total
$6,479
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.5	57.6	60.5	59.3	61.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	9.3	8.3	8.3	9.0	9.5	11.0
Plant operations	11.1	11.6	10.1	10.8	9.9	11.3	9.6
Food service	5.2	5.3	5.5	5.4	5.4	4.7	3.9
Transportation	5.9	7.0	6.9	6.6	5.2	4.3	4.1
Student support	6.9	7.4	6.7	6.8	5.9	7.3	5.2
Instruction support	1.4	1.8	2.0	2.8	2.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.3	19.6	17.3	17.4
Average teacher salary	$42,326	$37,830	$49,327	$43,833
Average years' experience	9.9	9.7	8.8	8.1

Classroom dollar ranking: 23 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and nurse earned an additional $5,533 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- AIMS remediation and counseling activities were implemented to reduce the dropout rate.
- Each school's attendance rate was maintained or increased.
- Teachers helped develop AIMS remediation programs.
- The District reports that no students failed to graduate because of AIMS testing requirements.
- Teachers participated in professional development activities aimed at curriculum mapping, standardized test data analysis, and classroom management.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to pay for professional development seminar fees, travel expenses, and guest speakers, as well as substitutes for teachers attending training sessions.

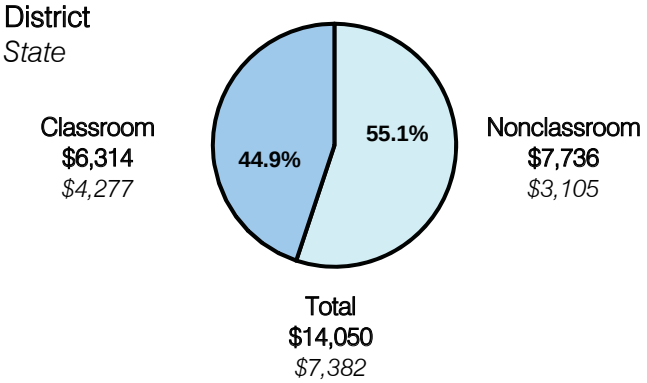
Hyder Elementary School District

Yuma County

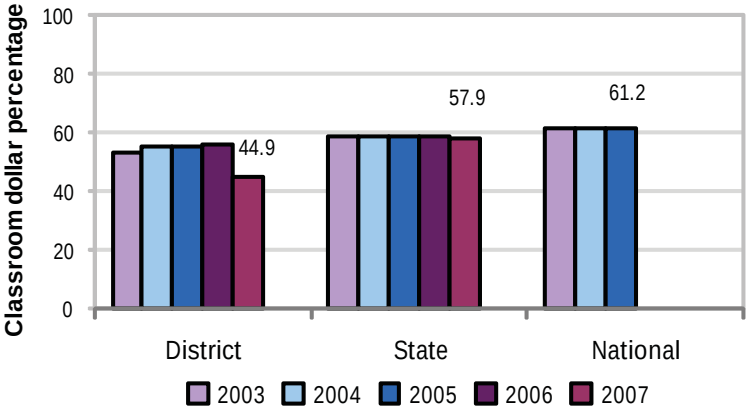
District size: Very Small
Students attending: 146
Number of schools: 1
Number of certified teachers: 9

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.1	55.1	55.1	55.8	44.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.8	11.3	11.3	9.9	25.3	9.5	11.0
Plant operations	15.1	15.1	16.2	16.2	14.7	11.3	9.6
Food service	9.8	8.1	7.8	8.1	7.3	4.7	3.9
Transportation	8.4	7.6	7.4	8.7	6.4	4.3	4.1
Student support	0.9	1.1	0.8	0.6	0.5	7.3	5.2
Instruction support	0.9	1.7	1.4	0.7	0.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.9	15.9	16.2	17.4
Average teacher salary	$40,300	$39,660	$47,924	$43,833
Average years' experience	12.3	12.9	13.1	8.1

Classroom dollar ranking: 202 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,319 in salary, and each instructional aide earned an additional $1,344.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- The school earned a "Performing Plus" label from ADE for AZ LEARNS.
- Students' standardized test scores had to improve over the prior year's scores.
- Teachers participated in professional development activities and updated curriculum mapped to state standards.
- Parent satisfaction was demonstrated through parent and governing board meetings, parent conferences, and complaints received.

Menu

- Teachers and instructional aides were compensated for providing AIMS tutoring after school and during intersessions.

Indian Oasis-Baboquivari Unified School District

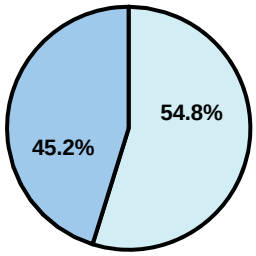
Pima County

District size: Medium
Students attending: 1,041
Number of schools: 4
Number of certified teachers: 80

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

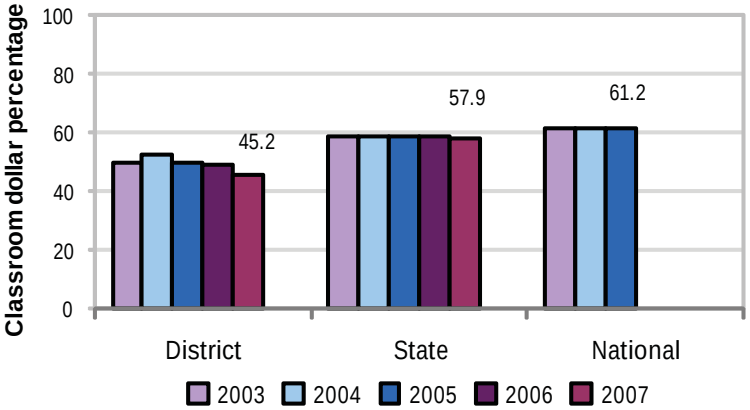


Classroom
$5,172
$4,277

Nonclassroom
$6,276
$3,105

Total
$11,448
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	49.4	52.2	49.6	49.3	45.2	57.9	61.2
Nonclassroom dollars:							
Administration	15.0	10.0	11.2	11.2	11.2	9.5	11.0
Plant operations	13.9	13.4	11.0	14.4	12.9	11.3	9.6
Food service	4.2	4.1	5.6	3.4	4.0	4.7	3.9
Transportation	6.6	6.3	7.2	7.4	7.2	4.3	4.1
Student support	8.4	10.9	10.5	8.7	13.0	7.3	5.2
Instruction support	2.4	3.1	4.8	5.6	6.5	4.8	4.8
Other	0.1		0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.9	12.9	13.0	17.4
Average teacher salary	$33,088	$39,957	$39,738	$43,833
Average years' experience	7.9	7.4	7.8	8.1

Classroom dollar ranking: 201 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned an additional $4,298 in salary, and each instructional aide and counselor earned between $991 and $1,249, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Each school set goals addressing curriculum and instruction, assessment, and classroom management.
- Student achievement goals were based on standardized test results.
- Teachers addressed individual professional development plans and received satisfactory evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

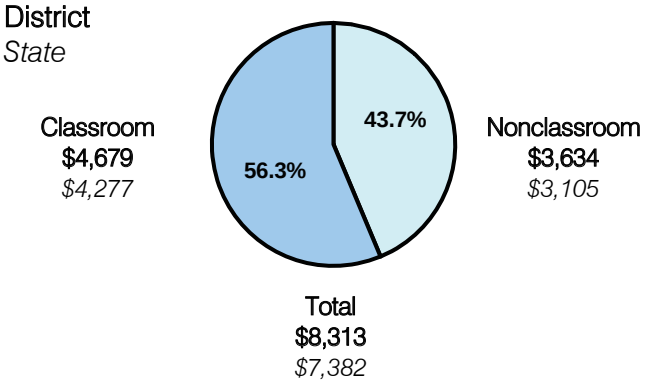
Isaac Elementary School District

Maricopa County

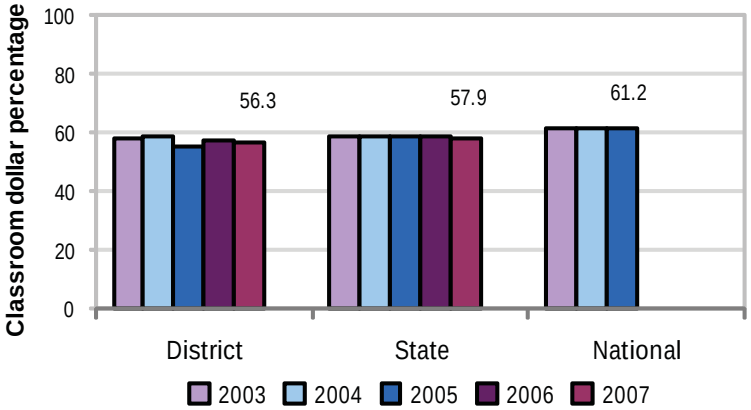
District size:	Large
Students attending:	7,820
Number of schools:	12
Number of certified teachers:	440

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.0	58.3	55.5	56.9	56.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.2	8.2	8.9	8.6	9.0	9.5	11.0
Plant operations	10.6	11.2	11.9	10.0	10.7	11.3	9.6
Food service	6.7	7.0	7.2	6.9	6.5	4.7	3.9
Transportation	1.9	1.9	1.9	1.9	1.9	4.3	4.1
Student support	9.4	9.4	9.8	9.8	10.0	7.3	5.2
Instruction support	3.2	4.0	4.8	5.9	5.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	18.3	17.8	17.4
Average teacher salary	$44,454	$44,493	$37,408	$43,833
Average years' experience	8.0	7.9	7.7	8.1

Classroom dollar ranking: 91 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, intervention specialist, and reading specialist earned an additional $4,743 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement was measured by AIMS test scores.
- Student attendance rates were maintained at 94 percent through the 100th day of the school year.
- Teachers had 8 or fewer absences during the school year and met professional development goals.
- One goal was based on the results of a parent-student satisfaction survey.

Menu

- Monies were used solely to increase eligible employee compensation.

J.O. Combs Elementary School District

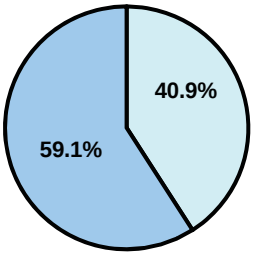
Pinal County

District size:	Medium
Students attending:	2,315
Number of schools:	3
Number of certified teachers:	115

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

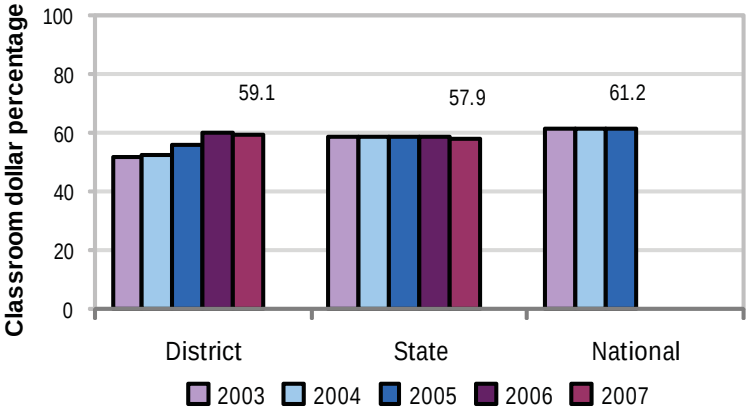


Classroom
$3,113
$4,277

Nonclassroom
$2,151
$3,105

Total
$5,264
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	19.7	18.2	20.1	17.4
Average teacher salary	$31,333	$31,980	$33,782	$43,833
Average years' experience	4.5	4.0	4.3	8.1

Classroom dollar ranking: 52 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher and counselor earned between $2,883 and $2,953 in additional salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- The goals not met required students to improve standardized test scores in math and reading.
- Teachers completed professional development courses, received acceptable performance evaluations, completed lesson plans using a standards-based format, and helped improve student performance by tutoring or sponsoring after-school curricular activities.

Menu

- Menu monies were used primarily to increase eligible employee compensation.
- Monies were also used to purchase AIMS test preparation materials for students in grades 3-8 and for math and reading programs materials.
- Additional monies were used for professional development activities, including training for 34 first-year teachers and mentors and differentiated instruction training for 40 staff members.

Expenditures by function

Percentage

	District 2003	District 2004	District 2005	District 2006	District 2007	State 2007	National 2005
Classroom dollars	51.6	52.3	56.2	59.8	59.1	57.9	61.2
Nonclassroom dollars:							
Administration	18.2	16.2	14.5	13.6	13.6	9.5	11.0
Plant operations	13.5	12.7	9.9	9.5	10.3	11.3	9.6
Food service	4.4	3.9	4.5	4.1	4.1	4.7	3.9
Transportation	6.7	8.1	7.2	5.6	5.6	4.3	4.1
Student support	5.2	5.8	4.1	3.4	3.3	7.3	5.2
Instruction support	0.4	1.0	3.6	4.0	4.0	4.8	4.8
Other						0.2	0.2

Joseph City Unified School District

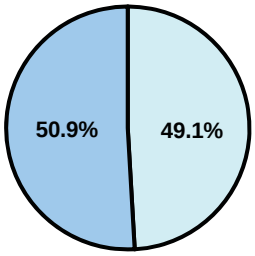
Navajo County

District size:	Small
Students attending:	460
Number of schools:	2
Number of certified teachers:	33

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

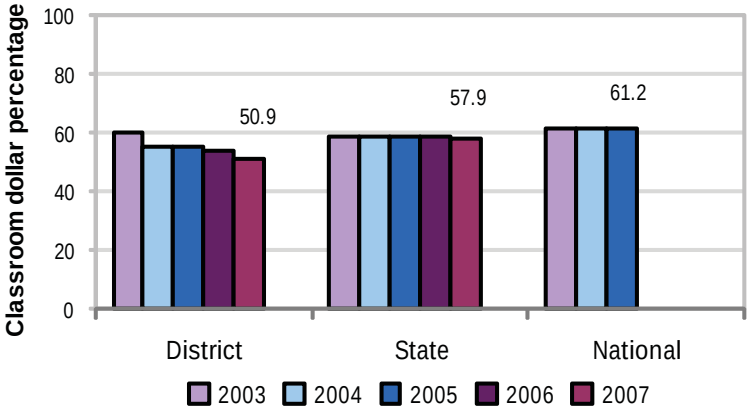


Classroom
$5,690
$4,277

Nonclassroom
$5,496
$3,105

Total
$11,186
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.2	55.5	55.0	54.0	50.9	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	13.3	14.4	11.8	10.8	9.5	11.0
Plant operations	15.2	15.1	14.7	14.2	16.6	11.3	9.6
Food service	0.1	2.3	2.0	2.3	2.7	4.7	3.9
Transportation	5.4	6.1	7.3	6.5	6.6	4.3	4.1
Student support	3.3	6.7	5.8	7.1	8.5	7.3	5.2
Instruction support	2.1	1.0	0.8	4.1	3.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.3	14.1	13.9	17.4
Average teacher salary	$37,211	$40,796	$42,390	$43,833
Average years' experience	10.0	11.0	10.0	8.1

Classroom dollar ranking: 168 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher and counselor earned $5,570 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Student achievement goals were based on standardized test results.
- Teachers were compensated for each student who mastered standards or whose test scores improved.
- Teachers participated in a minimum of 15 hours of professional development activities, extracurricular activities, and committees.

Menu

- Menu monies were used to increase eligible employee compensation, including paying for increased health insurance premiums.

Kayenta Unified School District

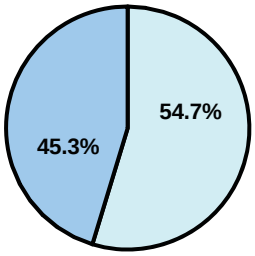
Navajo County

District size:	Medium
Students attending:	2,183
Number of schools:	4
Number of certified teachers:	153

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

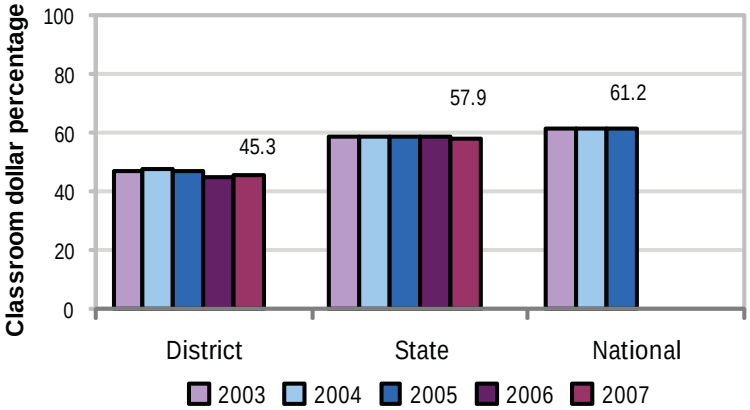


Classroom
$5,036
$4,277

Nonclassroom
$6,080
$3,105

Total
$11,116
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	15.5	15.4	14.3	17.4
Average teacher salary	$36,937	$39,530	$40,520	$43,833
Average years' experience	8.8	8.8	9.2	8.1

Classroom dollar ranking: 200 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher

- On average, each teacher earned an additional $2,916 in salary, and each instructional aide, librarian, and social worker earned between $102 and $999 in additional pay.

Performance

- The District accomplished its goals, which were based on school performance.
- At least 50 percent of students at 3 of the District's schools received passing scores on standardized tests.
- The District maintained a graduation rate of 71.5 percent and increased the attendance rate to 95 percent.

Menu

- Monies were used to pay for 2 counselors to work on dropout prevention.
- Monies were also used to pay 3 counselors to review transcripts and re-formulate high school class schedules.
- 4 staff development specialists were paid to work with teachers on improving instruction strategies, aligning curriculum with state standards, and math intervention programs.
- Monies were also used to pay for AIMS intervention tutors and classroom supplies.

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	46.7	47.9	46.9	44.5	45.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.5	9.7	10.8	12.0	11.6	9.5	11.0
Plant operations	17.4	17.9	18.0	18.5	18.2	11.3	9.6
Food service	4.9	4.7	4.5	4.5	4.4	4.7	3.9
Transportation	7.7	6.4	6.7	7.4	7.3	4.3	4.1
Student support	5.9	6.0	6.5	7.0	7.3	7.3	5.2
Instruction support	6.9	7.1	6.6	6.1	5.9	4.8	4.8
Other		0.3				0.2	0.2

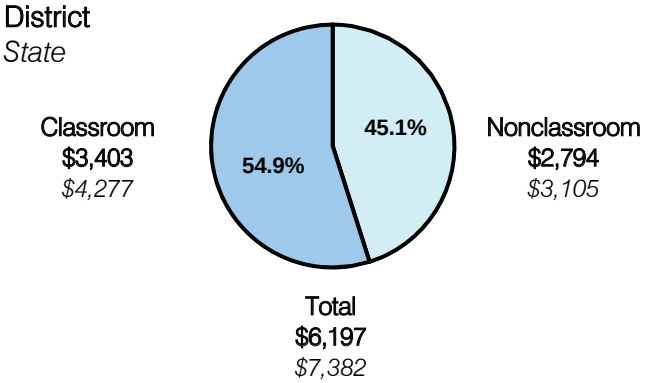
Kingman Unified School District

Mohave County

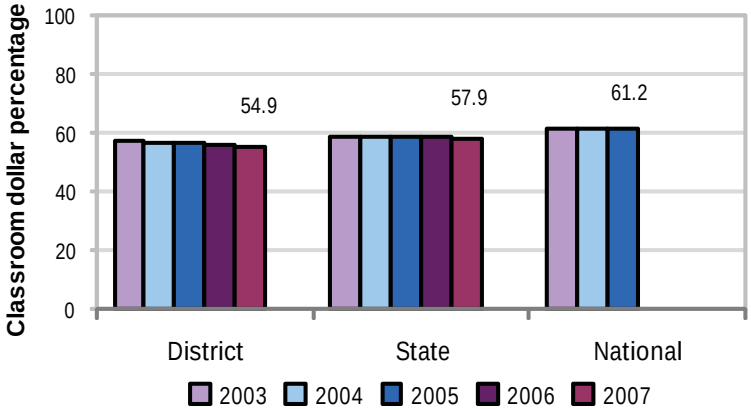
District size:	Large
Students attending:	7,441
Number of schools:	10
Number of certified teachers:	398

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.0	56.4	56.7	55.8	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.6	10.2	9.4	9.7	9.9	9.5	11.0
Plant operations	11.5	12.1	12.7	12.6	12.7	11.3	9.6
Food service	3.4	3.7	3.6	4.1	4.2	4.7	3.9
Transportation	5.3	5.7	6.0	6.1	6.2	4.3	4.1
Student support	8.0	8.0	7.4	7.9	8.3	7.3	5.2
Instruction support	3.1	3.8	4.2	3.7	3.7	4.8	4.8
Other	0.1	0.1		0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.8	19.8	18.7	17.4
Average teacher salary	$42,260	$40,925	$39,339	$43,833
Average years' experience	7.9	8.1	7.9	8.1

Classroom dollar ranking: 118 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, speech therapist, coordinator, and physical education consultant earned between $3,629 and $3,703 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- 70 percent of students progressed toward meeting or exceeding standards on standardized tests.
- Teachers received satisfactory performance evaluations, participated in at least 15 hours of professional development activities, and logged at least 10 hours of school service activities, such as tutoring, student testing, teacher mentoring, curriculum writing, public speaking, and activity advisor.
- The District made progress toward a 95 percent student attendance rate and a 5 percent increase in its graduation rate.
- The schools met parent-student satisfaction goals.

Menu

- Monies were used solely to increase eligible employee compensation.

Kirkland Elementary School District

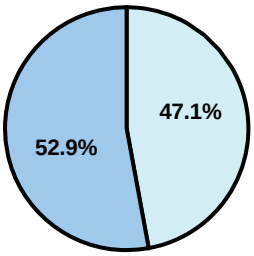
Yavapai County

District size:	Very Small
Students attending:	60
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$6,440
$4,277

Nonclassroom
$5,743
$3,105

Total
$12,183
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.0	56.7	55.6	53.0	52.9	57.9	61.2
Nonclassroom dollars:							
Administration	19.8	16.7	17.1	18.8	18.0	9.5	11.0
Plant operations	8.0	10.3	8.6	9.1	10.1	11.3	9.6
Food service	8.5	8.5	8.2	7.8	7.0	4.7	3.9
Transportation	7.7	6.3	6.1	7.4	8.0	4.3	4.1
Student support	1.0	1.4	3.6	3.1	3.3	7.3	5.2
Instruction support		0.1	0.8	0.8	0.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.0	14.0	11.9	17.4
Average teacher salary	$32,416	$36,005	$41,585	$43,833
Average years' experience	6.8	8.8	9.8	8.1

Classroom dollar ranking: 155 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,185 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- The District's school was labeled as "Highly Performing" by ADE for AZ LEARNS.
- All students demonstrated at least 1 year's progress on standardized tests.
- All teachers participated in teacher development activities and achieved highly qualified status.
- The District achieved its student attendance goal.

Menu

- Teachers could earn additional compensation by performing additional duties as assigned by the district administrator.

Kyrene Elementary School District

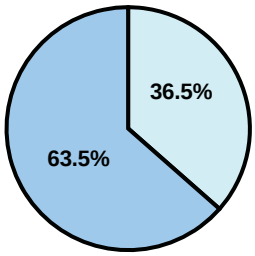
Maricopa County

District size:	Large
Students attending:	16,336
Number of schools:	25
Number of certified teachers:	1,036

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

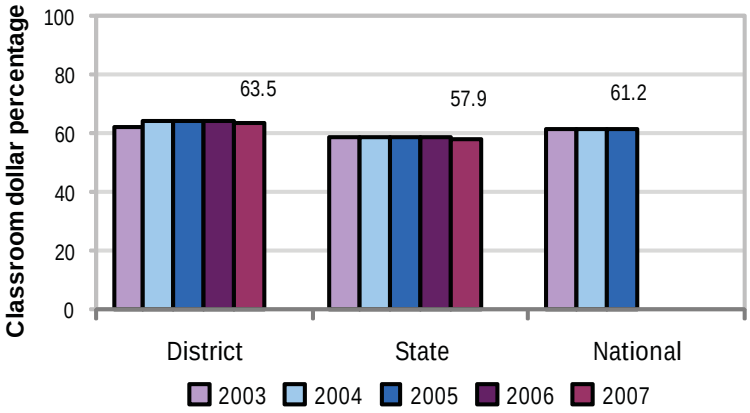


Classroom
$4,611
$4,277

Nonclassroom
$2,651
$3,105

Total
$7,262
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.9	64.4	64.3	64.0	63.5	57.9	61.2
Nonclassroom dollars:							
Administration	8.6	7.6	7.5	7.3	7.4	9.5	11.0
Plant operations	11.1	10.3	9.8	10.1	10.1	11.3	9.6
Food service	4.9	4.5	4.5	4.3	4.3	4.7	3.9
Transportation	3.1	2.9	2.9	3.1	3.5	4.3	4.1
Student support	6.2	6.2	6.5	6.6	6.6	7.3	5.2
Instruction support	4.2	4.1	4.5	4.6	4.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.0	16.6	15.8	17.4
Average teacher salary	$42,823	$45,734	$45,615	$43,833
Average years' experience	9.4	9.4	9.3	8.1

Classroom dollar ranking: 11 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $4,300 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Goals were linked to student achievement on standardized tests and district assessments, and the results of a parent satisfaction survey.

Menu

- Monies were used primarily to increase eligible employee compensation.
- The District also continued to use monies to reduce class sizes, and to employ teachers and instructional aides for AIMS intervention.
- Teachers participated in professional development activities to increase their knowledge of instructional strategies to help increase overall student achievement.
- Monies were also used for dropout prevention programs to address students' academic difficulties, attendance, and discipline.

Lake Havasu Unified School District

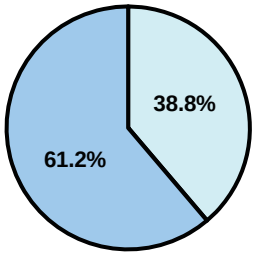
Mohave County

District size:	Large
Students attending:	6,317
Number of schools:	9
Number of certified teachers:	344

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

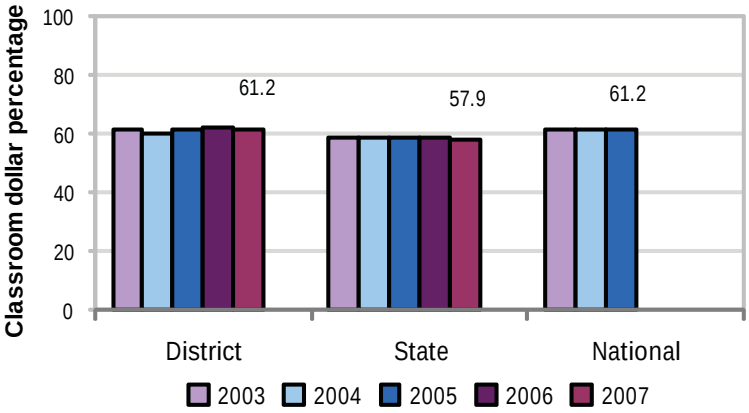


Classroom
$4,040
$4,277

Nonclassroom
$2,558
$3,105

Total
$6,598
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.7	60.1	61.1	61.8	61.2	57.9	61.2
Nonclassroom dollars:							
Administration	10.3	10.8	9.7	8.6	9.3	9.5	11.0
Plant operations	12.4	12.8	12.3	11.9	11.5	11.3	9.6
Food service	6.0	6.4	6.7	6.1	6.5	4.7	3.9
Transportation	2.1	2.3	2.5	2.6	2.4	4.3	4.1
Student support	5.2	5.6	5.7	6.5	6.2	7.3	5.2
Instruction support	1.9	1.9	1.9	2.3	2.6	4.8	4.8
Other	0.4	0.1	0.1	0.2	0.3	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	22.3	19.8	18.3	17.4
Average teacher salary	$43,622	$43,597	$43,090	$43,833
Average years' experience	8.3	8.0	7.3	8.1

Classroom dollar ranking: 28 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional $5,225 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school met student achievement goals that were based on measures such as standardized tests or pre- and post-tests. According to the District, there was a corresponding increase in student performance on the AIMS test.
- Each school met goals requiring regular, documented communication with parents.
- Teachers participated in professional development activities in support of student achievement.

Menu

- Monies were used solely to increase eligible employee compensation.

Laveen Elementary School District

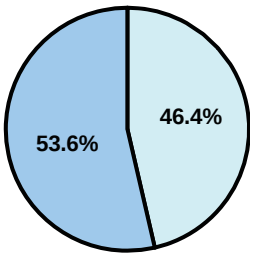
Maricopa County

District size:	Medium
Students attending:	3,329
Number of schools:	4
Number of certified teachers:	146

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$2,885
$4,277

Nonclassroom
$2,502
$3,105

Total
$5,387
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.9	52.3	50.7	51.0	53.6	57.9	61.2
Nonclassroom dollars:							
Administration	13.8	14.9	14.5	13.6	13.8	9.5	11.0
Plant operations	10.3	8.6	7.9	11.3	10.4	11.3	9.6
Food service	5.3	6.6	6.1	6.3	6.0	4.7	3.9
Transportation	4.0	3.5	2.9	3.0	3.1	4.3	4.1
Student support	8.8	8.2	7.8	9.1	6.2	7.3	5.2
Instruction support	4.9	5.9	10.1	5.7	6.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.3	18.8	22.8	17.4
Average teacher salary	$39,834	$36,342	$38,922	$43,833
Average years' experience	4.5	4.3	5.1	8.1

Classroom dollar ranking: 140 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $3,271 in salary, which includes performance pay for fiscal year 2006.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- The District did not meet its goals of having its schools each achieve Adequate Yearly Progress and be labeled as "Performing" or better by ADE for AZ LEARNS.
- The student attendance rate was at least 93.5 percent.
- 104 teachers completed at least 35 hours of governing board-approved leadership activities.

Menu

- Monies were used solely to increase eligible employee compensation, including paying for an increase in medical insurance premiums.

Liberty Elementary School District

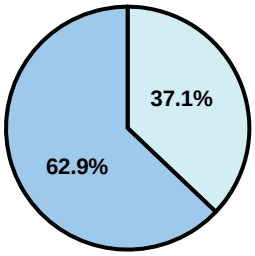
Maricopa County

District size:	Medium
Students attending:	3,103
Number of schools:	5
Number of certified teachers:	192

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

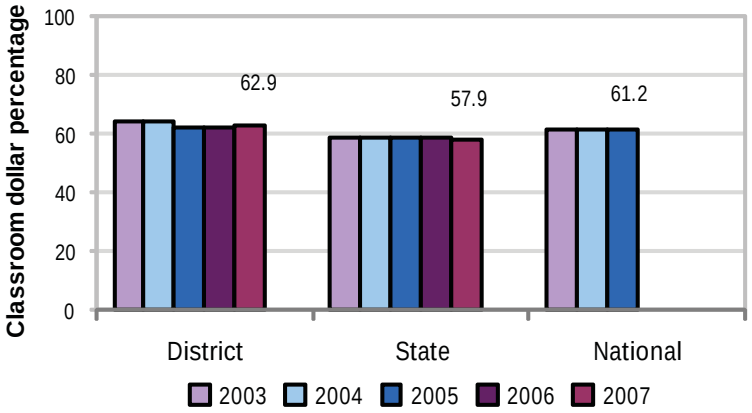


Classroom
$4,146
$4,277

Nonclassroom
$2,446
$3,105

Total
$6,592
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	64.4	64.3	62.4	62.1	62.9	57.9	61.2
Nonclassroom dollars:							
Administration	9.7	9.7	9.5	9.4	9.9	9.5	11.0
Plant operations	8.9	8.2	8.0	8.1	8.6	11.3	9.6
Food service	4.3	4.3	4.5	4.8	4.3	4.7	3.9
Transportation	4.7	4.5	3.8	4.5	4.6	4.3	4.1
Student support	5.0	4.6	4.0	4.1	3.9	7.3	5.2
Instruction support	3.0	4.4	7.7	7.0	5.8	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.3	16.4	16.2	17.4
Average teacher salary	$35,890	$39,023	$39,371	$43,833
Average years' experience	5.3	4.7	5.2	8.1

Classroom dollar ranking: 16 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $3,723 and $4,789 in additional salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- All schools received "Performing" or better labels from ADE for AZ LEARNS.
- Responses from a parent/student survey showed at least an 80 percent satisfaction rating for each school.
- Other goals focused on teacher evaluations, professional development, leadership, student management, and aligning lessons to state standards.

Menu

- Monies were used primarily to increase eligible employee compensation in an effort to attract and retain highly qualified staff.
- The District continued to use monies to provide teachers with reading strategies training and to enable teachers to attend workshops.

Litchfield Elementary School District

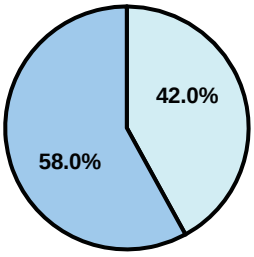
Maricopa County

District size:	Large
Students attending:	8,283
Number of schools:	11
Number of certified teachers:	430

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

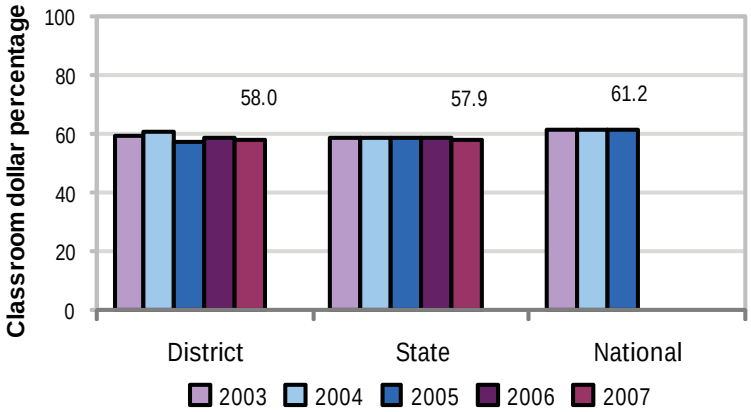


Classroom
$3,271
$4,277

Nonclassroom
$2,364
$3,105

Total
$5,635
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.3	60.7	57.2	58.4	58.0	57.9	61.2
Nonclassroom dollars:							
Administration	10.9	10.1	10.0	9.8	10.2	9.5	11.0
Plant operations	13.3	12.8	12.5	12.1	12.6	11.3	9.6
Food service	5.1	4.7	5.0	5.7	5.2	4.7	3.9
Transportation	5.4	5.2	4.3	4.7	5.0	4.3	4.1
Student support	4.4	4.3	5.7	6.1	6.2	7.3	5.2
Instruction support	1.6	2.2	5.3	3.2	2.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.6	19.0	19.3	17.4
Average teacher salary	$35,442	$37,933	$41,014	$43,833
Average years' experience	5.7	6.1	6.6	8.1

Classroom dollar ranking: 63 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, speech pathologist, and instructional coach earned between $3,177 and $3,250 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- At least 80 percent of students attained or exceeded targeted growth indicators in language arts and math.
- The teacher attendance rate was at least 95 percent.
- Teachers were evaluated based on the desired instructional skills in state teaching standards, including instructional planning, classroom environment, and teaching.

Menu

- Teachers and instructional aides were compensated for AIMS intervention activities. The District reports that the test scores for 71 percent of the students served demonstrate at least 1 year's growth.
- Teachers received stipends for providing staff training and attending trainings and conferences.
- Monies were also used to increase eligible employee compensation.

Littlefield Unified School District

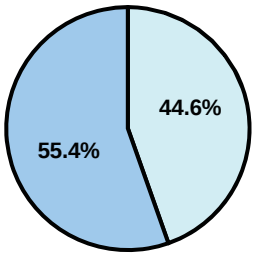
Mohave County

District size:	Small
Students attending:	505
Number of schools:	2
Number of certified teachers:	35

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

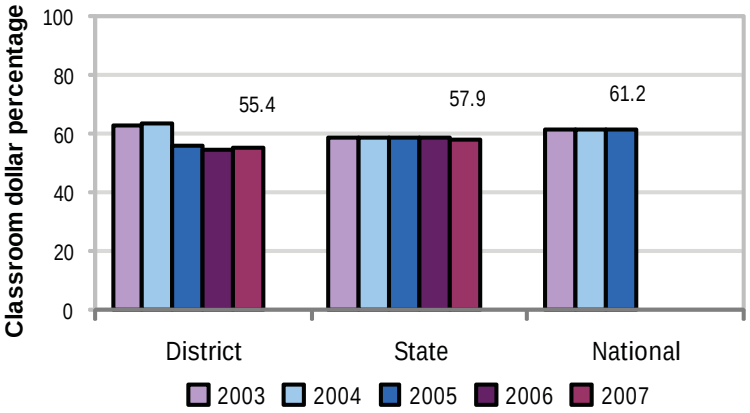


Classroom
$4,271
$4,277

Nonclassroom
$3,444
$3,105

Total
$7,715
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.9	63.7	55.6	54.4	55.4	57.9	61.2
Nonclassroom dollars:							
Administration	11.5	10.5	15.6	15.3	15.7	9.5	11.0
Plant operations	9.3	9.0	10.8	10.6	10.1	11.3	9.6
Food service	6.7	6.7	6.6	7.7	5.9	4.7	3.9
Transportation	5.6	5.6	6.6	6.1	6.7	4.3	4.1
Student support	1.3	1.1	1.6	2.3	3.3	7.3	5.2
Instruction support	2.7	3.4	3.2	3.6	2.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.8	15.9	14.4	17.4
Average teacher salary	$33,412	$34,348	$37,675	$43,833
Average years' experience	6.5	6.4	6.8	8.1

Classroom dollar ranking: 108 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,463 in salary, each librarian earned an additional $3,396, and each instructional aide earned an additional $700.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- The District used end-of-the-semester and end-of-the-year tests to measure student achievement.
- Student attendance was maintained at 94 percent, and 85 percent of eligible students graduated.
- Parents and students participated in school-sponsored committees, programs, or activities.
- Teachers actively participated in professional development activities, faculty meetings, grade level/department meetings, and at least one committee, tutored if necessary, and received satisfactory performance evaluations.

Menu

- Monies continued to be used to pay for eligible employees' health insurance premiums.

Littleton Elementary School District

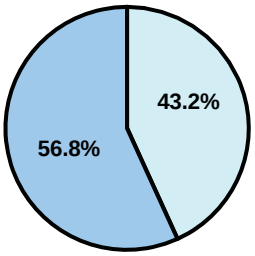
Maricopa County

District size:	Medium
Students attending:	4,124
Number of schools:	5
Number of certified teachers:	196

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

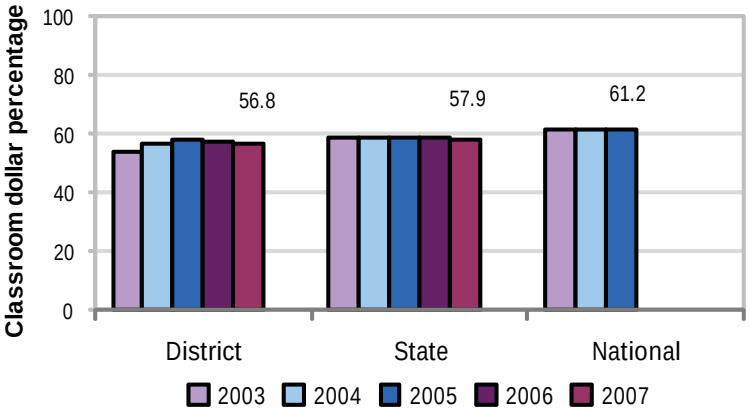


Classroom
$3,397
$4,277

Nonclassroom
$2,580
$3,105

Total
$5,977
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.5	56.4	58.2	57.0	56.8	57.9	61.2
Nonclassroom dollars:							
Administration	12.5	9.4	9.0	10.1	9.6	9.5	11.0
Plant operations	10.9	9.6	8.8	9.8	9.4	11.3	9.6
Food service	7.2	7.2	6.7	6.3	6.6	4.7	3.9
Transportation	5.0	5.7	5.5	4.9	4.6	4.3	4.1
Student support	5.1	5.2	6.1	7.8	8.7	7.3	5.2
Instruction support	5.8	6.5	5.7	4.1	4.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	23.1	20.9	21.0	17.4
Average teacher salary	$38,498	$38,664	$37,630	$43,833
Average years' experience	5.1	4.5	3.9	8.1

Classroom dollar ranking: 81 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,097 in salary.

Performance

- The District accomplished all of its goals, which were based on district and individual performance.
- All schools met Adequate Yearly Progress objectives and were labeled as "Performing" or better by ADE for AZLEARNS.
- Schools maintained a 95 percent attendance rate or improved the attendance rate over the prior year.
- Teachers participated in professional development, leadership, and other activities, such as tutoring, field day, spelling bees, and club sponsorship.

Menu

- Monies were used solely to increase teacher compensation.

Madison Elementary School District

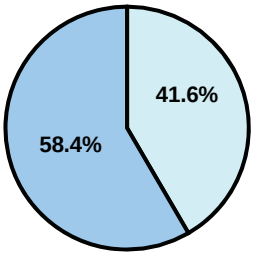
Maricopa County

District size:	Medium
Students attending:	4,840
Number of schools:	7
Number of certified teachers:	299

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

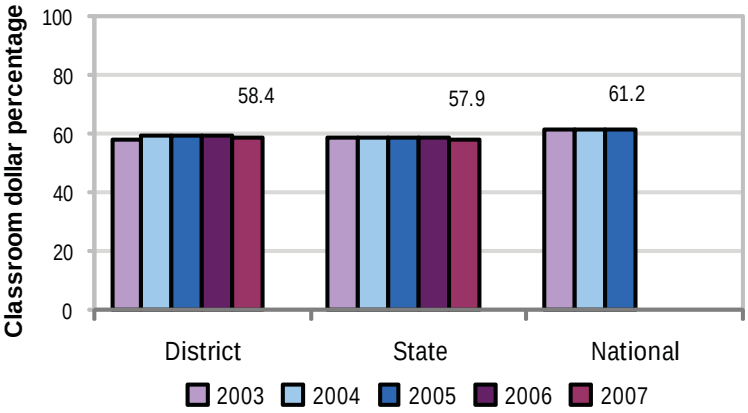


Classroom
$4,167
$4,277

Nonclassroom
$2,967
$3,105

Total
$7,134
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	16.8	17.4	16.2	17.4
Average teacher salary	$40,078	$42,440	$42,723	$43,833
Average years' experience	6.9	7.1	6.2	8.1

Classroom dollar ranking: 61 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and speech pathologist earned between $4,242 and $4,652 in additional salary, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were the same as the prior year's goals and were based on district, school, and individual performance.
- Student achievement in reading, writing, and math improved, as measured by standardized tests and district assessments.
- Student attendance was at least 93 percent.
- An annual parent satisfaction survey showed a 90 percent approval rating.

Menu

- Monies were used to compensate teachers for attending 3 days of training on data-based decision making, analysis of student achievement data, and new curriculum, as well as mentor support for new teachers.
- The District continued to use monies to pay a coordinator to work with families and students to help improve AIMS test scores.
- Monies were also used for teachers to attend professional development activities.

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	58.1	59.5	59.3	59.2	58.4	57.9	61.2
Nonclassroom dollars:							
Administration	9.4	9.3	9.7	9.1	10.0	9.5	11.0
Plant operations	11.3	10.1	10.3	10.3	10.6	11.3	9.6
Food service	5.9	6.1	6.4	5.9	6.0	4.7	3.9
Transportation	3.9	3.9	3.3	3.1	3.0	4.3	4.1
Student support	7.0	7.1	7.6	8.5	7.1	7.3	5.2
Instruction support	4.4	4.0	3.4	3.9	4.9	4.8	4.8
Other						0.2	0.2

Maine Consolidated School District

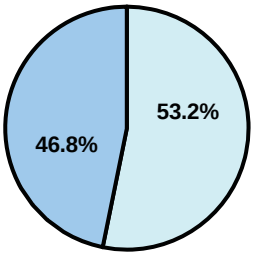
Coconino County

District size:	Very Small
Students attending:	103
Number of schools:	1
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

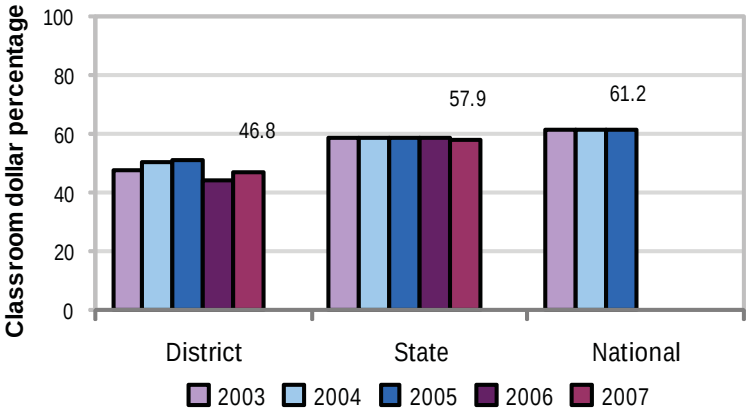


Classroom
$6,200
$4,277

Nonclassroom
$7,061
$3,105

Total
$13,261
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	47.7	50.6	50.7	43.8	46.8	57.9	61.2
Nonclassroom dollars:							
Administration	14.7	13.8	14.5	18.3	16.1	9.5	11.0
Plant operations	11.7	14.3	8.4	12.5	13.3	11.3	9.6
Food service	4.0	2.9	4.5	5.2	5.4	4.7	3.9
Transportation	12.9	12.3	13.7	13.0	12.7	4.3	4.1
Student support	5.6	4.1	4.5	3.8	2.8	7.3	5.2
Instruction support	3.4	2.0	3.6	3.4	2.9	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	7.1	9.6	8.9	17.4
Average teacher salary	$35,477	$33,639	$37,717	$43,833
Average years' experience	5.8	4.5	3.8	8.1

Classroom dollar ranking: 194 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,888 in salary, and the librarian earned an additional $1,534, which includes performance pay for fiscal year 2006.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Schools met Adequate Yearly Progress requirements.
- All grades and subgroups exceeded the base level on AIMS.
- Teachers mapped science curriculum to state standards and attended twice-yearly workshops on curriculum mapping.
- At least 75 percent of employees, students, and parents responded to a satisfaction survey.

Menu

- Monies were used solely to increase eligible employee compensation.

Mammoth-San Manuel Unified School District

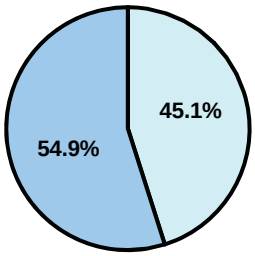
Pinal County

District size:	Medium
Students attending:	1,180
Number of schools:	5
Number of certified teachers:	78

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

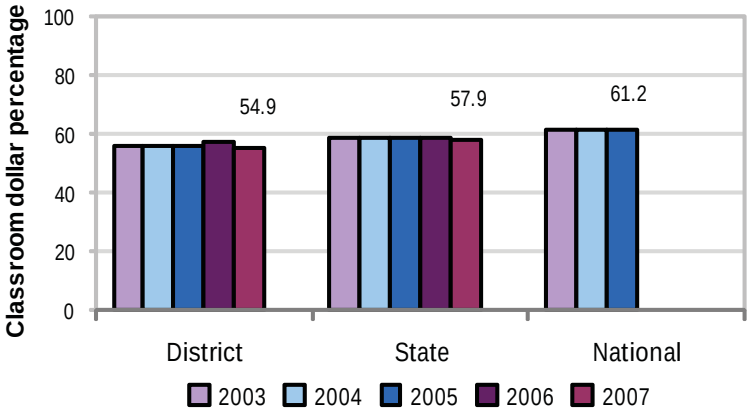


Classroom
$4,148
$4,277

Nonclassroom
$3,408
$3,105

Total
$7,556
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.1	55.9	56.2	57.1	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.1	10.5	10.6	10.5	11.3	9.5	11.0
Plant operations	12.2	12.2	12.9	13.8	14.0	11.3	9.6
Food service	5.3	5.9	6.7	6.3	6.2	4.7	3.9
Transportation	2.6	3.2	3.7	3.2	4.3	4.3	4.1
Student support	10.1	8.2	5.9	5.3	5.4	7.3	5.2
Instruction support	2.6	4.1	4.0	3.8	3.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.5	15.7	15.0	17.4
Average teacher salary	$34,955	$41,602	$41,949	$43,833
Average years' experience	9.7	10.6	10.5	8.1

Classroom dollar ranking: 120 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $5,250 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- All schools made Adequate Yearly Progress and were labeled "Performing" or better by ADE for AZ LEARNS.
- The high school's graduation rate was equal to or better than the state average.
- Student attendance was at least 94 percent.
- Students' AIMS test reading, writing, and math scores improved from the prior year's scores.
- Instructional strategies were implemented to address concerns identified in parent surveys.
- The District reports that homeroom tutoring helped students improve AIMS scores.

Menu

- Monies were used solely for increasing eligible employee compensation.

Marana Unified School District

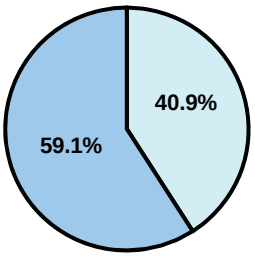
Pima County

District size:	Large
Students attending:	12,452
Number of schools:	16
Number of certified teachers:	743

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

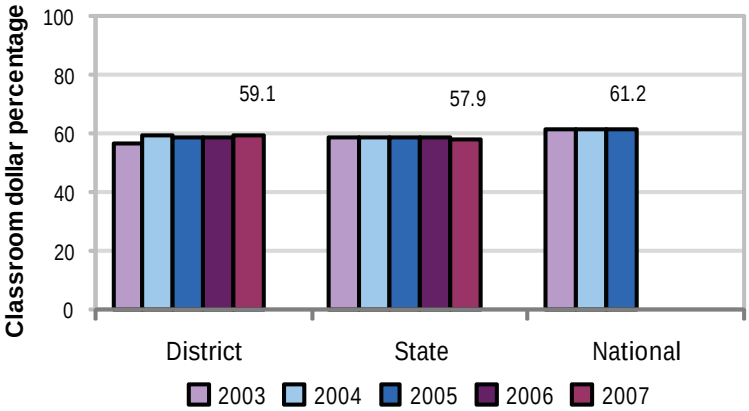


Classroom
$3,950
$4,277

Nonclassroom
$2,729
$3,105

Total
$6,679
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.5	59.2	58.8	58.7	59.1	57.9	61.2
Nonclassroom dollars:							
Administration	8.8	7.6	8.1	8.0	8.0	9.5	11.0
Plant operations	15.1	14.0	13.0	12.1	12.5	11.3	9.6
Food service	3.5	3.9	3.6	4.1	3.4	4.7	3.9
Transportation	7.3	7.5	7.8	7.6	7.7	4.3	4.1
Student support	5.7	4.8	5.7	5.9	5.7	7.3	5.2
Instruction support	2.9	2.8	2.7	3.5	3.5	4.8	4.8
Other	0.2	0.2	0.3	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.4	18.4	16.7	17.4
Average teacher salary	$43,024	$40,025	$43,440	$43,833
Average years' experience	9.6	9.5	9.1	8.1

Classroom dollar ranking: 53 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $5,572 in additional salary, and each librarian, speech pathologist, and counselor earned between $3,184 and $3,264 in additional salary.

Performance

- The District accomplished its goals, which were were based on district, school, and individual performance.
- Goals were linked to district and school performance, student achievement, professional development, and leadership.

Menu

- Monies were used primarily to increase eligible employee compensation.
- The District paid approximately 44 tutors for AIMS intervention activities.
- Monies were used to pay for substitutes while teachers participated in professional development activities.
- The District also hired 2 instructional coaches to work with teachers.
- For dropout prevention, 10 part-time employees were hired to work with at-risk students.

Maricopa County Regional School District

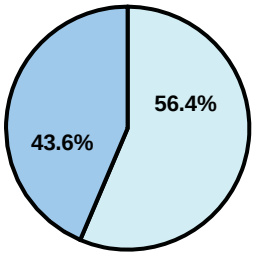
Maricopa County

District size:	Medium
Students attending:	1,219
Number of schools:	9
Number of certified teachers:	61

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

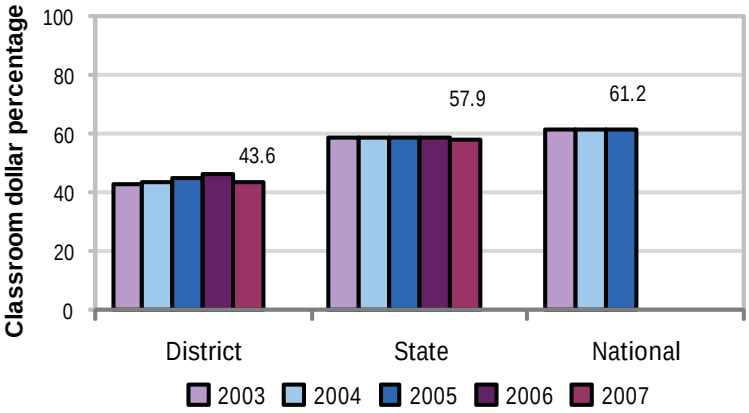


Classroom
$3,605
$4,277

Nonclassroom
$4,665
$3,105

Total
$8,270
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	42.8	43.6	44.7	45.9	43.6	57.9	61.2
Nonclassroom dollars:							
Administration	23.3	26.2	23.8	21.0	21.4	9.5	11.0
Plant operations	15.9	15.5	13.1	12.6	10.7	11.3	9.6
Food service	0.2	0.2	0.1	0.2		4.7	3.9
Transportation	7.9	7.9	9.9	11.0	8.5	4.3	4.1
Student support	9.3	5.7	7.2	8.1	10.8	7.3	5.2
Instruction support	0.5	0.9	1.2	1.2	5.0	4.8	4.8
Other	0.1					0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	20.2	22.0	19.9	17.4
Average teacher salary	$38,667	$40,308	$46,700	$43,833
Average years' experience	4.8	5.0	5.5	8.1

Classroom dollar ranking: 207 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,235 in salary, and each speech therapist earned an additional $5,353.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- Teachers developed projects that benefited students, the school, or the District.
- Teachers completed at least 30 hours of professional development activities.

Menu

- Monies were used solely to increase eligible employee compensation.

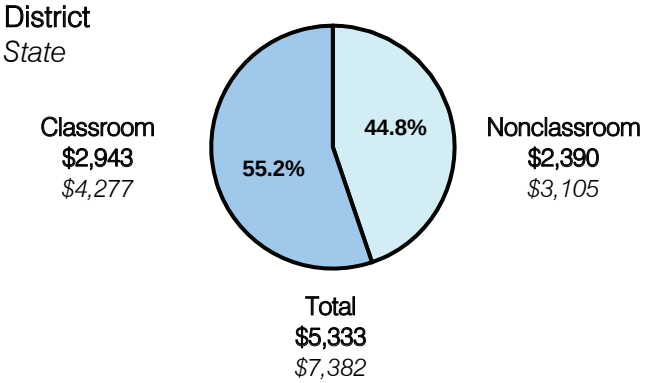
Maricopa Unified School District

Pinal County

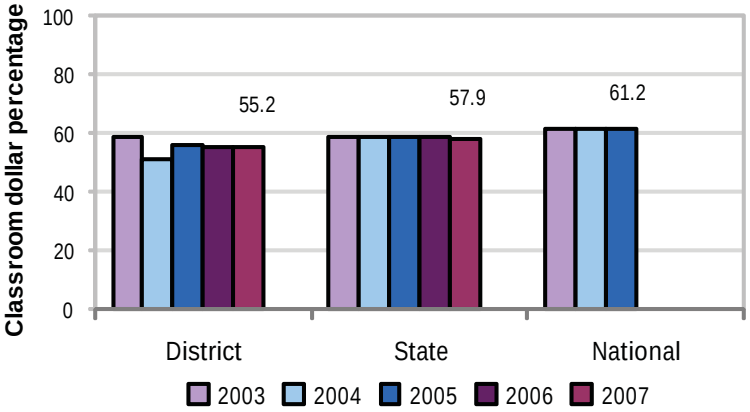
District size: Medium
Students attending: 4,125
Number of schools: 6
Number of certified teachers: 186

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.8	51.1	55.8	55.5	55.2	57.9	61.2
Nonclassroom dollars:							
Administration	13.2	14.7	12.8	13.7	11.0	9.5	11.0
Plant operations	10.3	12.0	10.6	9.9	9.5	11.3	9.6
Food service	5.1	5.7	5.3	5.2	5.5	4.7	3.9
Transportation	5.3	6.2	5.9	5.6	4.8	4.3	4.1
Student support	4.2	7.6	6.6	7.2	9.4	7.3	5.2
Instruction support	3.1	2.7	2.9	2.9	4.6	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.9	20.8	22.2	17.4
Average teacher salary	$39,593	$36,292	$35,687	$43,833
Average years' experience	6.3	4.9	5.0	8.1

Classroom dollar ranking: 114 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,222 in salary, and each librarian and counselor earned an additional $1,246.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- The goals called for students to improve scores on standardized tests and district assessments.
- Leadership goals required teachers to supervise at least 4 events or sponsor a school club.
- Other goals called for teachers to conduct after-school or lunch-time tutoring sessions, attend 2 family night events, and be absent no more than 4 days during the school year.
- Goals also addressed parent-student satisfaction, teacher evaluations, and professional development.

Menu

- The District continued to use monies to pay for 17 teachers to reduce class sizes. The District was able to add new classes for middle-school math and English. Additional teachers also helped to reduce class sizes in 1st through 4th grades.

Mary C. O'Brien Accommodation School District

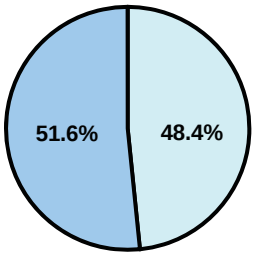
Pinal County

District size:	Small
Students attending:	206
Number of schools:	2
Number of certified teachers:	16

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

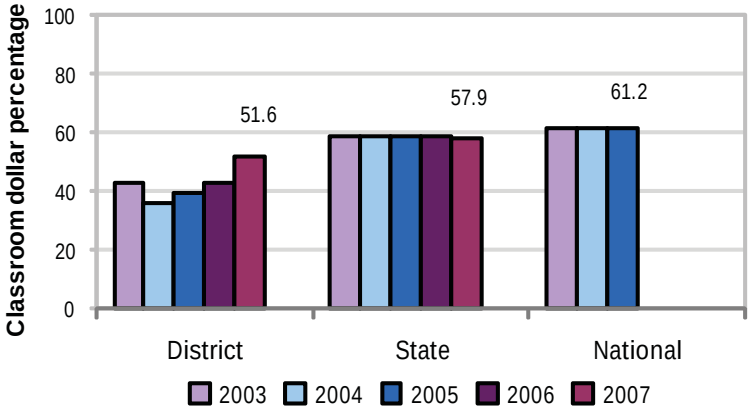


Classroom
$11,451
$4,277

Nonclassroom
$10,720
$3,105

Total
$22,171
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	42.5	36.0	39.2	42.8	51.6	57.9	61.2
Nonclassroom dollars:							
Administration	17.9	15.5	14.5	16.4	8.8	9.5	11.0
Plant operations	18.1	13.9	15.4	14.3	12.8	11.3	9.6
Food service	4.8	3.6	5.5	5.3	3.6	4.7	3.9
Transportation	9.9	9.6	9.2	9.4	7.9	4.3	4.1
Student support	6.7	18.1	13.6	9.0	7.5	7.3	5.2
Instruction support	0.1	3.3	2.6	2.8	7.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.1	13.0	12.5	17.4
Average teacher salary	$43,959	$46,386	$53,180	$43,833
Average years' experience	8.9	9.5	9.8	8.1

Classroom dollar ranking: 163 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,768 in salary, and the Reading First Coordinator earned an additional $2,904.

Performance

- The District accomplished most of its goals, which were based on fiscal year 2006 school performance.
- The percentage of students meeting or exceeding reading, math, and writing standards on standardized tests increased from the prior fiscal year.
- The goal not met required the District to decrease its dropout rate.

Menu

- 50 percent of monies were distributed to teachers having received an evaluation with no areas needing improvement and/or rated as unsatisfactory.
- The remaining 50 percent of monies were distributed to teachers who completed 24 hours of extracurricular instruction or activities with students and/or parents.

Mayer Unified School District

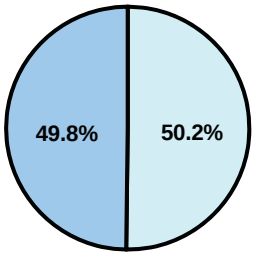
Yavapai County

District size:	Small
Students attending:	562
Number of schools:	2
Number of certified teachers:	36

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

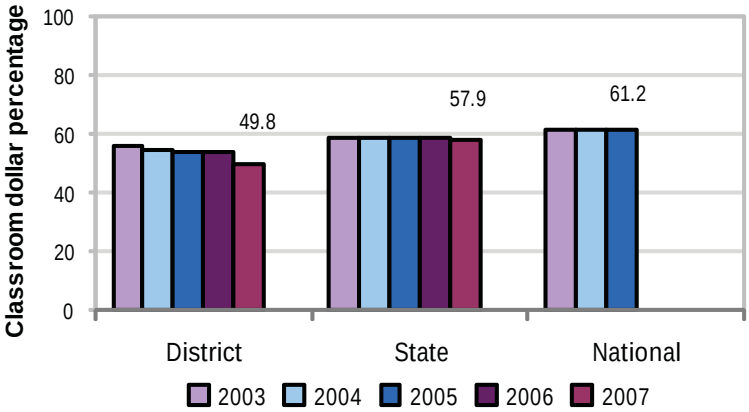


Classroom
$4,021
$4,277

Nonclassroom
$4,047
$3,105

Total
$8,068
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.7	54.4	53.7	53.9	49.8	57.9	61.2
Nonclassroom dollars:							
Administration	14.4	15.0	15.2	12.7	15.4	9.5	11.0
Plant operations	11.0	11.3	12.4	13.3	14.7	11.3	9.6
Food service	5.0	5.4	5.7	6.2	5.9	4.7	3.9
Transportation	6.8	6.9	6.6	7.1	7.2	4.3	4.1
Student support	4.9	3.6	5.5	5.9	5.1	7.3	5.2
Instruction support	2.2	3.0	0.9	0.9	1.9	4.8	4.8
Other		0.4				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.0	15.8	15.8	17.4
Average teacher salary	$32,841	$35,866	$35,620	$43,833
Average years' experience	9.6	8.6	9.0	8.1

Classroom dollar ranking: 178 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,784 in salary, and each librarian, counselor, and speech pathologist earned between $2,000 and $2,750.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Schools achieved Adequate Yearly Progress, and were labeled "Performing" or better by ADE for AZ LEARNS.
- The District's graduation rate was greater than 75 percent.
- Eligible employees participated in tutoring to help improve student achievement.
- Parents and students responding to a survey indicated that they were satisfied with the District.
- Other goals were linked to student attendance, teacher attendance and evaluations, professional development, parent involvement, and leadership.

Menu

- Monies were used solely to increase eligible employee compensation to attract and retain the best possible employees

Mcnary Elementary School District

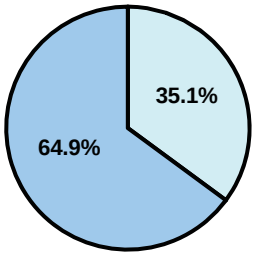
Apache County

District size:	Very Small
Students attending:	156
Number of schools:	1
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

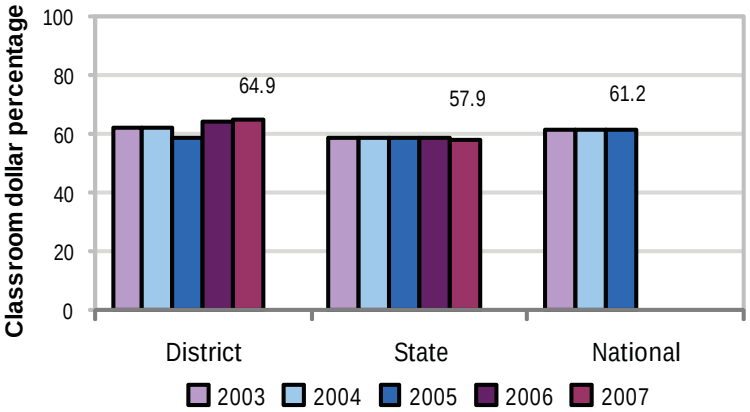


Classroom
$6,811
$4,277

Nonclassroom
$3,678
$3,105

Total
$10,489
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.3	61.8	58.8	64.0	64.9	57.9	61.2
Nonclassroom dollars:							
Administration	10.2	10.6	9.4	9.5	10.8	9.5	11.0
Plant operations	13.6	13.1	18.5	14.4	11.4	11.3	9.6
Food service	5.1	6.2	4.9	3.9	5.8	4.7	3.9
Transportation	0.3	0.2	0.7	0.4	0.4	4.3	4.1
Student support	4.7	3.6	3.6	3.4	4.8	7.3	5.2
Instruction support	3.8	4.5	4.0	4.4	1.9	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.7	12.3	12.5	17.4
Average teacher salary	$31,523	$37,135	$40,396	$43,833
Average years' experience	7.9	8.4	7.8	8.1

Classroom dollar ranking: 10 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $7,411 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Students who were enrolled for more than 1 year demonstrated 1 year's academic progress on standardized tests.
- Teachers attended a curriculum mapping workshop and produced quarterly curriculum maps for reading.
- 80 percent of 4th- through 8th-grade students participated in extracurricular activities.
- 95 percent of kindergarten through 3rd-grade students participated in tutoring classes to improve reading skills.

Menu

- The District continued to compensate teachers for participating in extra activities, such as overseeing student activities and participating on the school improvement committee.
- Some monies continued to be used to pay for benefits

McNeal Elementary School District

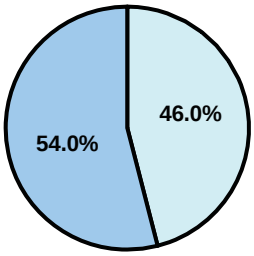
Cochise County

District size:	Very Small
Students attending:	44
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

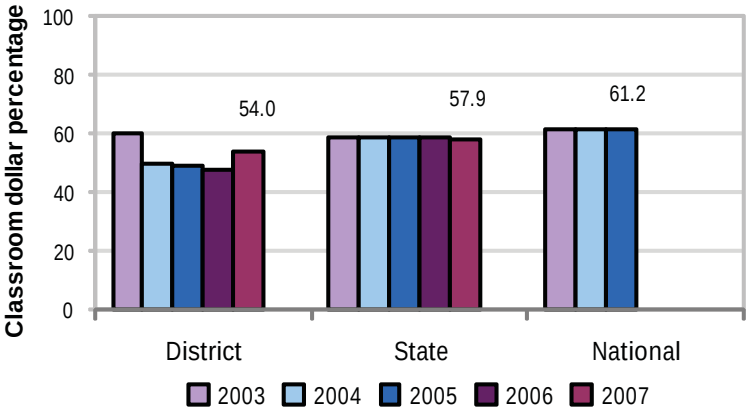


Classroom
$7,042
$4,277

Nonclassroom
$6,007
$3,105

Total
$13,049
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.1	49.9	49.2	47.7	54.0	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	22.6	24.6	17.1	14.8	9.5	11.0
Plant operations	10.9	16.3	19.2	15.3	13.8	11.3	9.6
Food service				6.1	7.3	4.7	3.9
Transportation	6.4	5.3	5.1	4.2	4.9	4.3	4.1
Student support	8.9	5.2	1.9	9.2	5.0	7.3	5.2
Instruction support		0.7		0.4	0.2	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.2	12.3	9.5	17.4
Average teacher salary	$38,614	$48,113	$39,208	$43,833
Average years' experience	11.0	11.0	10.7	8.1

Classroom dollar ranking: 134 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,404 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- At least 60 percent of 3rd- through 8th-grade students met or exceeded standards on the AIMS test.
- The District's performance was rated as "good" or "excellent" by at least 75 percent of the parents and students responding to a survey.

Menu

- Monies were used to increase teacher compensation and to pay teachers for participating in professional development activities.

Mesa Unified School District

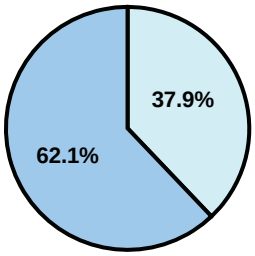
Maricopa County

District size:	Very Large
Students attending:	68,889
Number of schools:	88
Number of certified teachers:	3,850

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

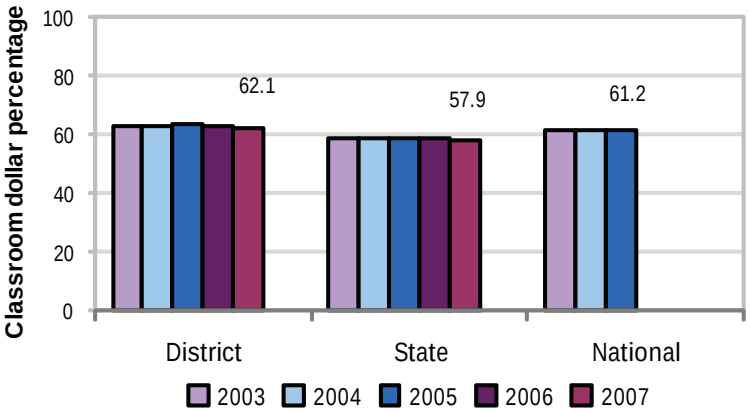


Classroom
$4,571
$4,277

Nonclassroom
$2,788
$3,105

Total
$7,359
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	63.0	63.1	63.3	62.7	62.1	57.9	61.2
Nonclassroom dollars:							
Administration	8.5	8.2	8.2	8.2	8.3	9.5	11.0
Plant operations	10.2	10.7	10.1	10.2	10.3	11.3	9.6
Food service	4.2	4.3	4.4	4.4	4.5	4.7	3.9
Transportation	3.9	3.8	4.1	4.3	4.7	4.3	4.1
Student support	6.2	5.9	5.8	5.9	5.8	7.3	5.2
Instruction support	3.5	3.5	3.5	3.7	3.9	4.8	4.8
Other	0.5	0.5	0.6	0.6	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.8	18.4	17.9	17.4
Average teacher salary	$46,683	$48,507	$55,527	$43,833
Average years' experience	10.6	10.4	10.4	8.1

Classroom dollar ranking: 22 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,276 in salary; each librarian and counselor earned between $3,720 and $5,567; and each instructional aide earned an additional $1,500.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Students' AIMS test scores increased.
- Graduation and attendance rates increased.
- The District achieved most of its goals related to the results of a parent-student satisfaction survey.

Menu

- In addition to increasing eligible employee compensation, monies were used to hire 7 new teachers and 79 instructional assistants to reduce class sizes at 28 schools. For AIMS intervention, 84 percent of schools hired tutors who provided before- and after-school tutoring, and 9 schools provided summer and/or Saturday schools. 44 schools used menu monies for professional development, such as trainings and conferences.
- For dropout prevention, 25 schools provided various alternative learning centers, which the District states resulted in fewer suspensions.

Miami Unified School District

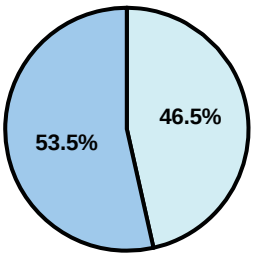
Gila County

District size:	Medium
Students attending:	1,098
Number of schools:	4
Number of certified teachers:	65

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,078
$4,277

Nonclassroom
$3,545
$3,105

Total
$7,623
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.1	56.1	57.7	55.1	53.5	57.9	61.2
Nonclassroom dollars:							
Administration	13.8	12.7	14.3	15.3	15.5	9.5	11.0
Plant operations	14.4	15.0	13.3	12.8	13.3	11.3	9.6
Food service	5.1	5.2	4.7	4.8	6.0	4.7	3.9
Transportation	6.0	3.0	2.7	3.4	3.4	4.3	4.1
Student support	6.7	6.2	4.9	5.1	6.2	7.3	5.2
Instruction support	1.9	1.8	2.3	3.5	2.1	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.3	15.2	16.9	17.4
Average teacher salary	$40,554	$40,023	$43,516	$43,833
Average years' experience	10.9	11.3	11.2	8.1

Classroom dollar ranking: 142 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned between $5,184 and $5,485 in additional salary, and each instructional aide earned an additional $499.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- High school students met Adequate Yearly Progress objectives, and 70 percent of kindergarten through 8th-grade students met 70 percent of the annual objectives.
- Eligible employees participated in at least 8 hours of professional development activities, received acceptable performance evaluations, and provided 8 hours of tutoring.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to hire 1 kindergarten teacher to reduce that grade's class size from 30 to 22.
- A part-time teacher was hired at Miami High School to teach a credit recovery program. The District reports that this reduced the dropout rate and allowed students to graduate on time.

Mingus Union High School District

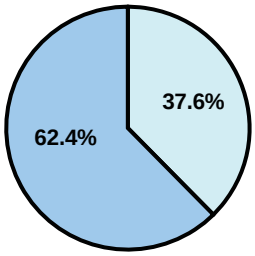
Yavapai County

District size:	Medium
Students attending:	1,279
Number of schools:	1
Number of certified teachers:	63

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

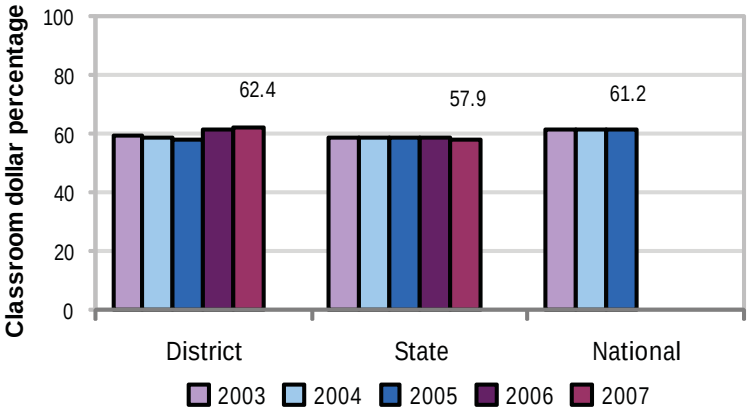


Classroom
$4,312
$4,277

Nonclassroom
$2,602
$3,105

Total
$6,914
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.4	58.6	58.1	61.3	62.4	57.9	61.2
Nonclassroom dollars:							
Administration	12.7	9.7	12.1	9.9	9.8	9.5	11.0
Plant operations	12.3	13.4	12.8	11.4	11.8	11.3	9.6
Food service		0.1				4.7	3.9
Transportation	4.7	4.1	4.7	4.2	4.3	4.3	4.1
Student support	8.6	12.1	9.7	11.3	10.1	7.3	5.2
Instruction support	2.3	2.0	2.6	1.9	1.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.7	21.1	20.3	17.4
Average teacher salary	$46,140	$49,189	$49,539	$43,833
Average years' experience	9.6	7.6	7.6	8.1

Classroom dollar ranking: 18 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned between $7,444 and $7,670 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Students' written communication, math, and reading skills improved.
- Teachers completed 35 hours of professional development activities focused on teacher effectiveness, classroom instruction, "Writing to Learn" techniques, and technology utilization.
- Parent communication was improved through such techniques as Web-based homework, electronic grade books, parent-teacher conferences, and written communications.

Menu

- Monies were used solely to increase teacher compensation.

Mobile Elementary School District

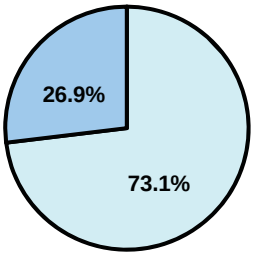
Maricopa County

District size: Very Small
Students attending: 19
Number of schools: 1
Number of certified teachers: 2

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

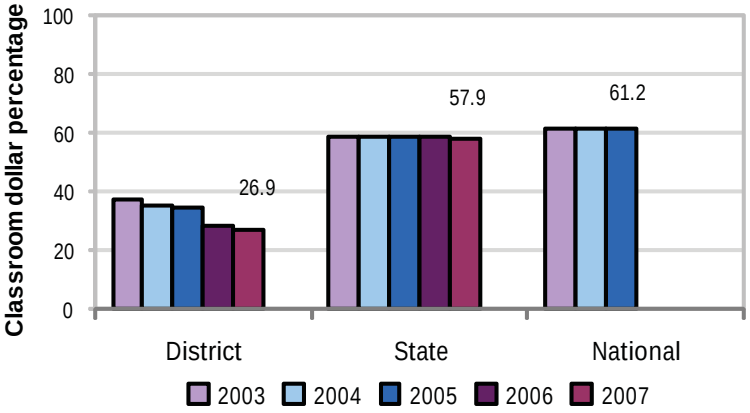


Classroom
$8,406
$4,277

Nonclassroom
$22,829
$3,105

Total
$31,235
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	37.3	34.9	34.2	28.6	26.9	57.9	61.2
Nonclassroom dollars:							
Administration	19.8	21.8	24.9	33.3	36.6	9.5	11.0
Plant operations	21.8	19.7	22.2	22.3	22.7	11.3	9.6
Food service	8.7	6.9	8.9	5.7	5.5	4.7	3.9
Transportation	12.4	16.3	7.8	8.8	5.7	4.3	4.1
Student support		0.1	0.2	0.3	1.7	7.3	5.2
Instruction support		0.3	1.8	1.0	0.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	5.0	5.5	9.5	17.4
Average teacher salary	$39,249	$42,047	$43,558	$43,833
Average years' experience	14.0	15.0	15.0	8.1

Classroom dollar ranking: 220 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,058 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers completed 3 in-service trainings regarding a new reading series.
- Teachers were required to develop and submit a professional development plan that reflects school, state/federal, and personal goals for professional development.
- Teachers attended at least two governing board meetings during the school year and at least four afternoon and/or evening school community events.

Menu

- As in the past 2 fiscal years, the District did not report spending any menu monies.

Mohave Valley Elementary School District

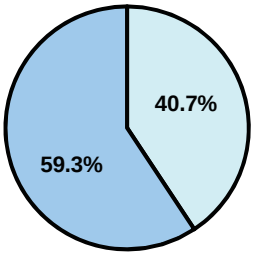
Mohave County

District size:	Medium
Students attending:	1,745
Number of schools:	4
Number of certified teachers:	86

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

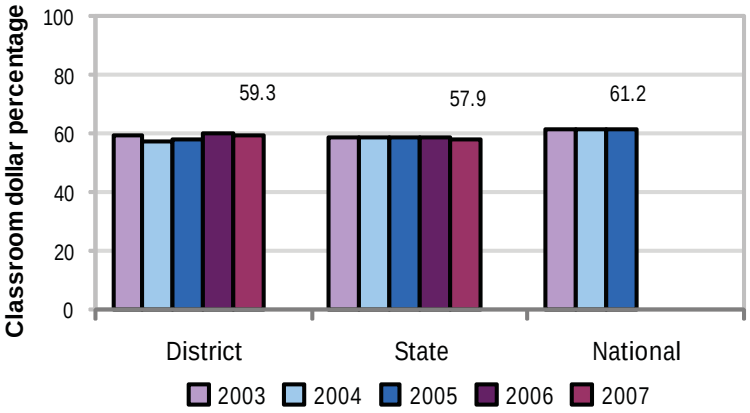


Classroom
$3,812
$4,277

Nonclassroom
$2,621
$3,105

Total
$6,433
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	20.4	20.2	20.3	17.4
Average teacher salary	$36,158	$43,846	$47,588	$43,833
Average years' experience	7.8	7.9	9.1	8.1

Classroom dollar ranking: 51 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $5,865 in additional salary, the instructional technician earned an additional $6,300, and the speech pathologist earned an additional $3,300.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Teachers earned performance pay based on the percentage of students who demonstrated 1 year's academic progress in reading, writing, and math.
- Teachers received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	59.5	57.2	58.0	59.9	59.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.4	10.9	9.4	8.3	9.1	9.5	11.0
Plant operations	11.5	11.5	11.0	11.9	11.5	11.3	9.6
Food service	5.6	5.9	6.0	5.8	5.9	4.7	3.9
Transportation	5.9	5.3	5.1	4.6	4.5	4.3	4.1
Student support	3.3	3.9	5.2	5.0	5.0	7.3	5.2
Instruction support	3.8	5.3	5.3	4.5	4.7	4.8	4.8
Other						0.2	0.2

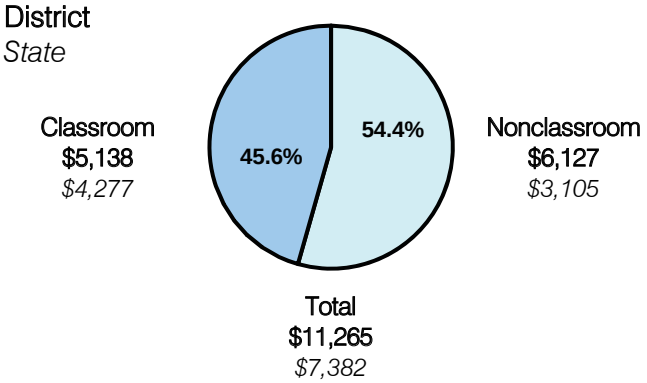
Mohawk Valley Elementary School District

Yuma County

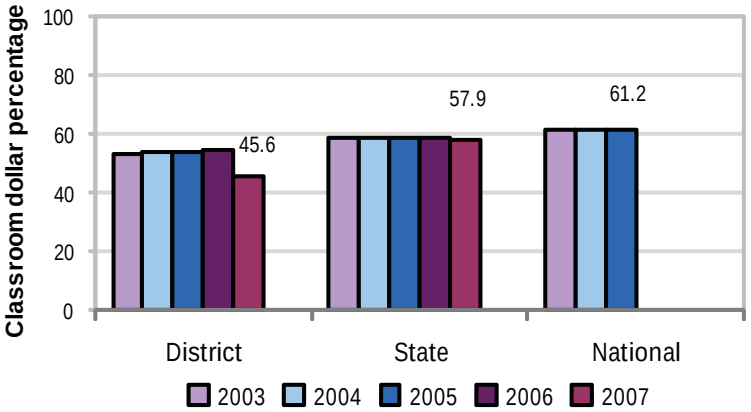
District size: Very Small
Students attending: 189
Number of schools: 1
Number of certified teachers: 14

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.9	54.0	53.6	54.5	45.6	57.9	61.2
Nonclassroom dollars:							
Administration	17.9	14.8	15.3	14.7	29.2	9.5	11.0
Plant operations	13.1	12.4	12.0	10.7	11.7	11.3	9.6
Food service	7.4	7.9	8.2	7.5	5.6	4.7	3.9
Transportation	3.9	5.6	7.2	8.4	4.9	4.3	4.1
Student support	2.1	3.1	1.8	2.1	1.1	7.3	5.2
Instruction support	2.7	2.2	1.9	2.1	1.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.7	14.4	13.5	17.4
Average teacher salary	$36,874	$40,395	$41,873	$43,833
Average years' experience	11.7	9.4	13.3	8.1

Classroom dollar ranking: 197 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,218 in salary, and the instructional aide earned an additional $3,262. These amounts include performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers earned $10 for each student scoring between the 54th- and 64th-percentile on standardized tests, and $20 for each student scoring at or above the 65th-percentile.
- Teachers also earned performance pay because the District's school made Adequate Yearly Progress and was labeled as "Highly Performing" by ADE for AZ LEARNS.

Menu

- The District continued to pay 1 additional teacher to reduce class sizes and afford more opportunities to address individual learning needs.

Morenci Unified School District

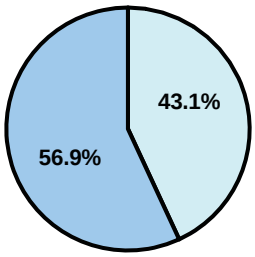
Greenlee County

District size:	Medium
Students attending:	1,028
Number of schools:	2
Number of certified teachers:	59

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

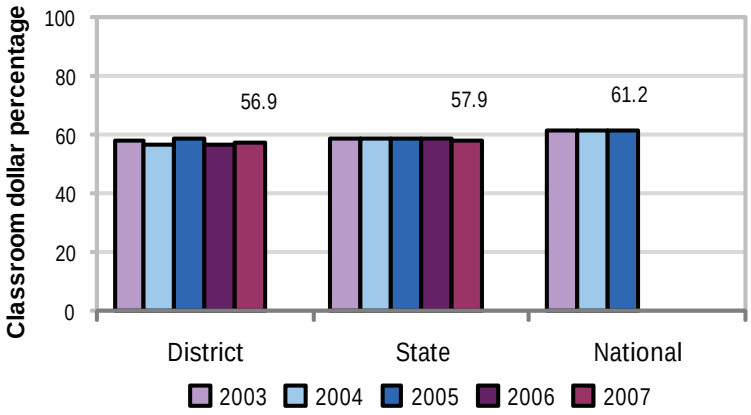


Classroom
$3,650
$4,277

Nonclassroom
$2,759
$3,105

Total
$6,409
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.0	56.8	58.3	56.3	56.9	57.9	61.2
Nonclassroom dollars:							
Administration	14.0	14.8	13.6	14.1	13.9	9.5	11.0
Plant operations	14.6	15.5	14.7	15.3	15.8	11.3	9.6
Food service	4.2	4.1	4.6	4.9	4.8	4.7	3.9
Transportation	4.2	3.6	3.3	4.1	3.3	4.3	4.1
Student support	3.2	4.0	3.9	3.8	4.2	7.3	5.2
Instruction support	1.8	1.2	1.6	1.5	1.0	4.8	4.8
Other					0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.7	17.4	17.4	17.4
Average teacher salary	$36,015	$37,460	$38,103	$43,833
Average years' experience	9.5	9.4	9.2	8.1

Classroom dollar ranking: 79 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and the speech pathologist earned an additional $5,100 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- The elementary school was labeled as "Excelling" for two consecutive years by ADE for AZ LEARNS, and the high school was labeled as "Performing" or better for the second year in a row.
- The schools demonstrated Adequate Yearly Progress, and students scored at or above the state averages on standardized tests.
- The student attendance rate and the graduation rate both met or exceeded state averages.
- Parents and students responding to a survey rated the District as satisfactory or better.
- Teachers attended 8 hours of professional development activities and received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Morristown Elementary School District

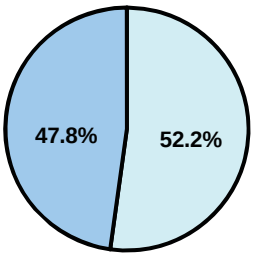
Maricopa County

District size:	Very Small
Students attending:	119
Number of schools:	1
Number of certified teachers:	9

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

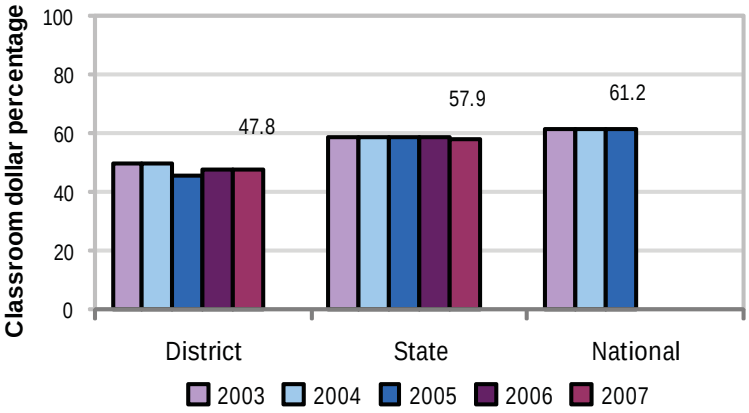


Classroom
$5,360
$4,277

Nonclassroom
$5,862
$3,105

Total
$11,222
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	49.9	49.8	45.8	47.8	47.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.6	14.6	17.6	17.7	15.7	9.5	11.0
Plant operations	13.5	15.2	14.6	11.9	13.2	11.3	9.6
Food service	7.3	8.1	7.9	8.1	7.4	4.7	3.9
Transportation	8.5	7.9	6.3	6.8	8.2	4.3	4.1
Student support	5.8	0.7	4.5	4.7	4.5	7.3	5.2
Instruction support	3.4	3.7	3.3	3.0	3.2	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	13.6	13.6	17.4
Average teacher salary	$37,827	$40,636	$36,487	$43,833
Average years' experience	7.7	7.3	8.6	8.1

Classroom dollar ranking: 189 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,572 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Students met at least 80 percent of standards in reading and math on the AIMS test.
- Teachers were required to maintain logs of community involvement, submit weekly lesson plans, and maintain an optimal learning environment with less than 10 percent of students being referred to the principal for discipline matters weekly.

Menu

- Monies were used to hire a special education teacher to reduce class sizes.
- Teachers were compensated for attending professional development activities focused on math, science, or technology.

Murphy Elementary School District

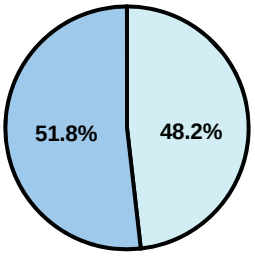
Maricopa County

District size:	Medium
Students attending:	2,452
Number of schools:	4
Number of certified teachers:	157

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

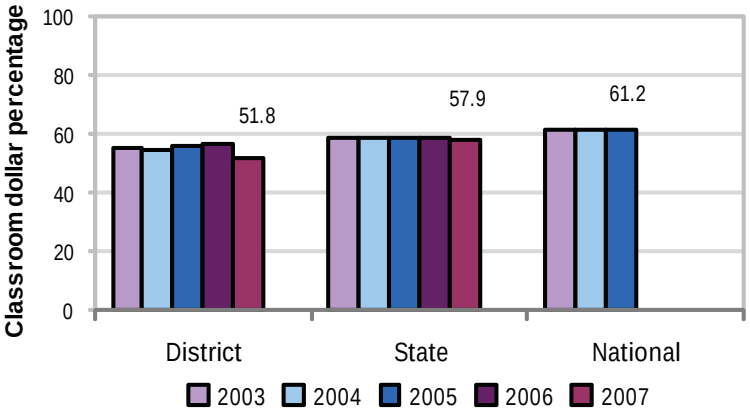


Classroom
$4,763
$4,277

Nonclassroom
$4,433
$3,105

Total
$9,196
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.1	54.4	55.7	56.4	51.8	57.9	61.2
Nonclassroom dollars:							
Administration	13.0	16.1	14.2	13.6	14.1	9.5	11.0
Plant operations	12.2	10.8	11.8	11.1	11.5	11.3	9.6
Food service	7.3	7.1	6.8	6.9	6.2	4.7	3.9
Transportation	1.6	1.8	1.7	1.6	1.9	4.3	4.1
Student support	7.0	6.1	5.8	5.7	8.0	7.3	5.2
Instruction support	3.8	3.7	3.9	4.7	6.5	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.5	18.8	15.6	17.4
Average teacher salary	$42,170	$41,847	$43,647	$43,833
Average years' experience	7.6	7.6	7.0	8.1

Classroom dollar ranking: 162 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $3,803 and $4,449 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Schools were labeled "Performing" or better by ADE for AZ LEARNS.
- Schools received positive ratings on parent satisfaction surveys.
- Most teachers participated in 4 parent activity nights.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Teachers participated in after-school AIMS intervention activities focused on improving reading scores. The District reports that students' AIMS scores have shown improvement.

Naco Elementary School District

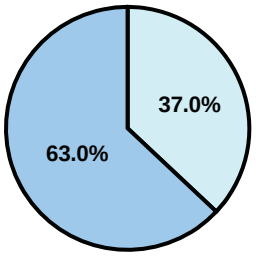
Cochise County

District size:	Small
Students attending:	252
Number of schools:	1
Number of certified teachers:	17

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

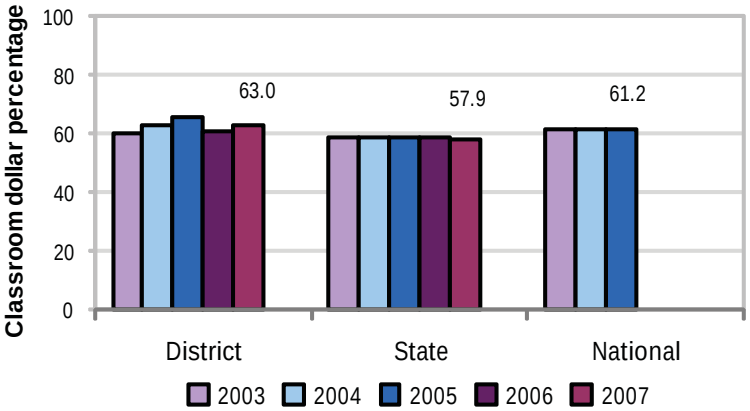


Classroom
$5,151
$4,277

Nonclassroom
$3,022
$3,105

Total
$8,173
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.7	62.7	65.3	61.0	63.0	57.9	61.2
Nonclassroom dollars:							
Administration	18.1	8.9	9.2	11.0	8.1	9.5	11.0
Plant operations	11.8	13.1	11.2	12.7	13.5	11.3	9.6
Food service	4.7	5.0	5.6	6.0	5.9	4.7	3.9
Transportation	2.3	2.6	2.6	1.9	1.7	4.3	4.1
Student support	0.9	2.1	1.2	0.4	2.2	7.3	5.2
Instruction support	2.5	5.6	4.9	7.0	5.4	4.8	4.8
Other					0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.1	14.9	14.8	17.4
Average teacher salary	$43,349	$45,685	$43,881	$43,833
Average years' experience	10.0	10.0	10.4	8.1

Classroom dollar ranking: 13 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,247 in salary.

Performance

- The District did not accomplish its performance goals. Therefore, it did not distribute any performance pay.

Menu

- Teachers were compensated for attending professional development workshops and community activities.
- The District reports that students' AIMS math scores improved in all grades and subgroups except for grade 6.

Nadaburg Elementary School District

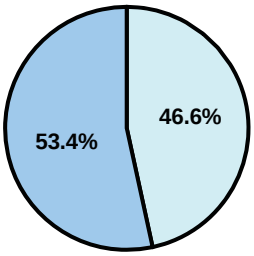
Maricopa County

District size:	Medium
Students attending:	680
Number of schools:	1
Number of certified teachers:	43

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

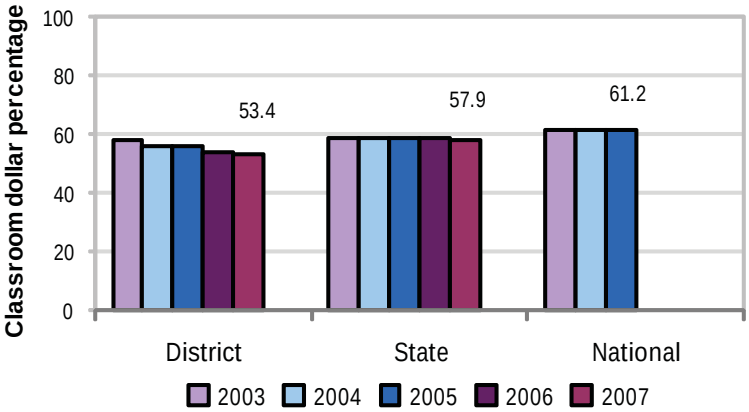


Classroom
$4,683
$4,277

Nonclassroom
$4,087
$3,105

Total
$8,770
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.0	56.1	55.6	54.1	53.4	57.9	61.2
Nonclassroom dollars:							
Administration	8.6	8.2	7.7	9.9	11.0	9.5	11.0
Plant operations	9.2	9.0	10.3	10.7	10.8	11.3	9.6
Food service	5.0	5.0	4.6	4.9	5.0	4.7	3.9
Transportation	11.2	10.6	10.5	10.8	11.7	4.3	4.1
Student support	6.4	9.5	9.6	8.4	6.8	7.3	5.2
Instruction support	1.6	1.6	1.7	1.2	1.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.3	17.1	16.0	17.4
Average teacher salary	$38,841	$41,650	$40,668	$43,833
Average years' experience	8.8	8.8	9.2	8.1

Classroom dollar ranking: 145 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,984 in salary, and each speech pathologist and counselor earned between $3,260 and $3,960.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 78 percent of students demonstrated 1 year's growth in reading and math on pre- and post-tests.

Menu

- Monies were used primarily to increase teacher compensation for working up to 3 additional days and/or performing additional duties, such as strategic planning, language arts curriculum mapping, and mentoring other teachers.
- Menu monies continued to be used to pay for a 2nd-grade teacher to reduce that grade's class size from 33 to 25 students.

Nogales Unified School District

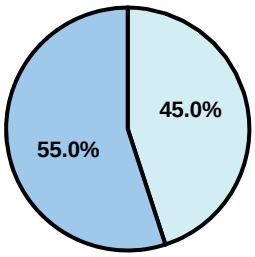
Santa Cruz County

District size:	Large
Students attending:	6,019
Number of schools:	10
Number of certified teachers:	309

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,838
$4,277

Nonclassroom
$3,139
$3,105

Total
$6,977
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.7	54.7	54.9	56.1	55.0	57.9	61.2
Nonclassroom dollars:							
Administration	9.7	7.9	7.9	8.1	8.8	9.5	11.0
Plant operations	12.8	13.6	12.4	12.0	13.3	11.3	9.6
Food service	6.6	6.5	6.5	6.1	6.2	4.7	3.9
Transportation	1.6	1.6	1.6	1.5	1.6	4.3	4.1
Student support	11.8	13.9	15.1	14.4	13.3	7.3	5.2
Instruction support	1.7	1.7	1.2	1.5	1.6	4.8	4.8
Other	0.1	0.1	0.4	0.3	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.3	18.6	19.5	17.4
Average teacher salary	$38,502	$40,057	$42,763	$43,833
Average years' experience	8.9	9.0	9.9	8.1

Classroom dollar ranking: 115 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, reading coach, and coordinator earned $4,010 in additional salary.

Performance

- The District accomplished some of its goals, which were based on district and individual performance.
- Teacher development goals called for teachers to pass a master's-level course that meets requirements for state endorsements, or accumulate 45 hours of continuing professional development activities, or provide/attend two in-service training courses for staff.
- Other goals called for teachers to participate in district committee work, be an officer in an education-related professional organization, mentor new teachers, provide tutoring, or supervise after-school activities.

Menu

- The District paid for 6 physical education teachers and 5 music teachers to provide classes to all students, which allowed grade-level teachers additional time to work on implementing state standards.
- Monies were also used to pay for a portion of eligible employees' health insurance premiums.

Northern Arizona Vocational Institute of Technology

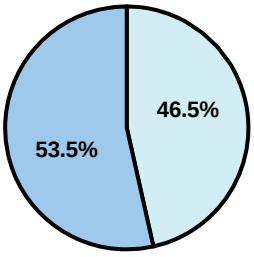
Navajo County

District size:	Small
Students attending:	327
Number of schools:	n/a
Number of certified teachers:	n/a

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

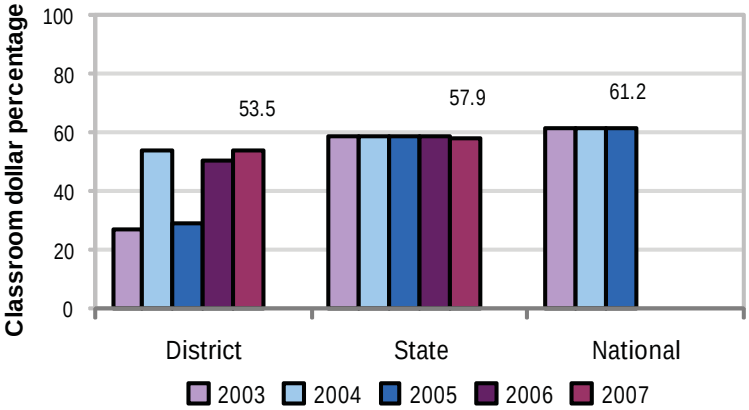


Classroom
$3,984
$4,277

Nonclassroom
$3,458
$3,105

Total
$7,442
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	27.1	53.6	28.7	50.3	53.5	57.9	61.2
Nonclassroom dollars:							
Administration	57.3	37.1	58.2	29.3	29.4	9.5	11.0
Plant operations	15.6	9.3	12.3	17.8	11.4	11.3	9.6
Food service						4.7	3.9
Transportation						4.3	4.1
Student support			0.7	2.5	5.3	7.3	5.2
Instruction support			0.1	0.1	0.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	n/a	n/a	n/a	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 141 of 229 districts.

Proposition 301

District-reported 2007 results

- The District did not employ any teachers, and thus, did not spend base and performance pay monies. However, the District used approximately $52,000 in menu monies to pay for a dropout prevention program for 117 students through Northland Pioneer College.
- The District continues to seek ADE guidance on the allowable uses of its accumulated $435,699 balance of Proposition 301 monies. Base and performance pay monies account for $314,645 of the accumulated balance.
- The District's students attend NAVIT courses held at Northland Pioneer College. Therefore, the District does not employ any teachers, and its classroom expenditures consist primarily of tuition payments to the college.

Oracle Elementary School District

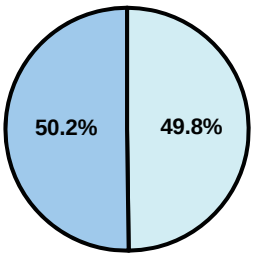
Pinal County

District size:	Small
Students attending:	385
Number of schools:	2
Number of certified teachers:	28

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$5,233
$4,277

Nonclassroom
$5,186
$3,105

Total
$10,419
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	51.2	52.4	48.7	52.7	50.2	57.9	61.2
Nonclassroom dollars:							
Administration	15.2	15.4	14.4	13.3	15.4	9.5	11.0
Plant operations	13.6	12.0	16.3	13.6	14.0	11.3	9.6
Food service	4.2	4.2	4.7	4.6	4.5	4.7	3.9
Transportation	8.0	8.1	8.7	8.9	9.1	4.3	4.1
Student support	4.7	5.2	5.8	5.5	5.4	7.3	5.2
Instruction support	3.1	2.7	1.4	1.4	1.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.6	13.0	13.8	17.4
Average teacher salary	$33,084	$39,197	$41,100	$43,833
Average years' experience	10.0	9.7	9.2	8.1

Classroom dollar ranking: 174 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,136 in salary.

Performance

- The District accomplished its goals, which were the same as the prior year, and were based on school and individual performance.
- Students improved their reading, writing, and math scores on the AIMS test.
- Teachers received acceptable performance evaluations and participated in school improvement activities.

Menu

- Monies were used solely to increase teacher compensation.

Osborn Elementary School District

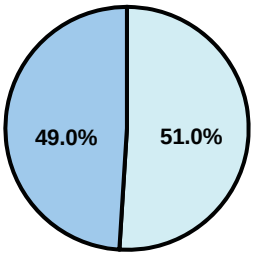
Maricopa County

District size:	Medium
Students attending:	3,572
Number of schools:	6
Number of certified teachers:	214

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

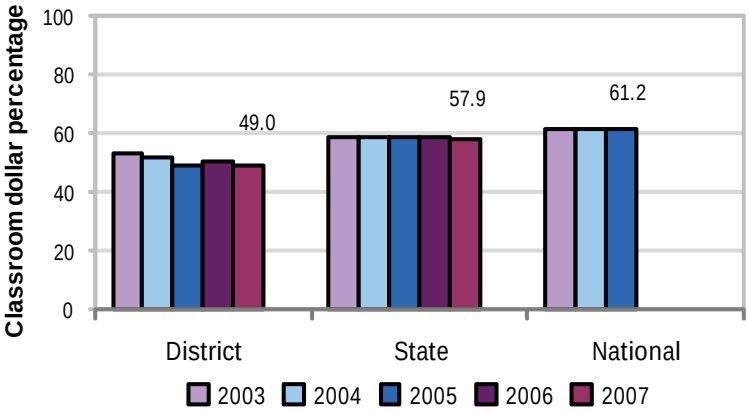


Classroom
$3,944
$4,277

Nonclassroom
$4,103
$3,105

Total
$8,047
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.9	51.5	49.1	50.0	49.0	57.9	61.2
Nonclassroom dollars:							
Administration	8.7	8.2	9.2	9.2	8.7	9.5	11.0
Plant operations	12.1	12.6	12.6	12.9	13.8	11.3	9.6
Food service	6.2	6.3	6.6	6.3	6.1	4.7	3.9
Transportation	2.8	2.9	2.9	3.2	3.3	4.3	4.1
Student support	10.2	11.4	12.8	11.1	11.4	7.3	5.2
Instruction support	7.1	7.1	6.7	7.3	7.7	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.3	16.5	16.7	17.4
Average teacher salary	$38,764	$38,067	$42,471	$43,833
Average years' experience	7.9	6.9	7.5	8.1

Classroom dollar ranking: 181 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between $6,620 and $7,406 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The District's schools earned labels of "Performing" or better from ADE for AZ LEARNS.
- Teachers participated in 15 hours of professional development training.
- Another goal was linked to increased communication with parents and overall parental involvement.

Menu

- Monies were used solely to increase eligible employee compensation.

Owens-Whitney Elementary School District

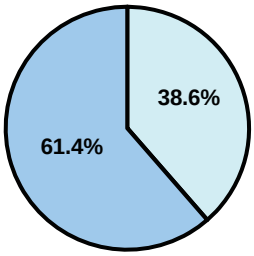
Mohave County

District size: Very Small
Students attending: 30
Number of schools: 1
Number of certified teachers: 3

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

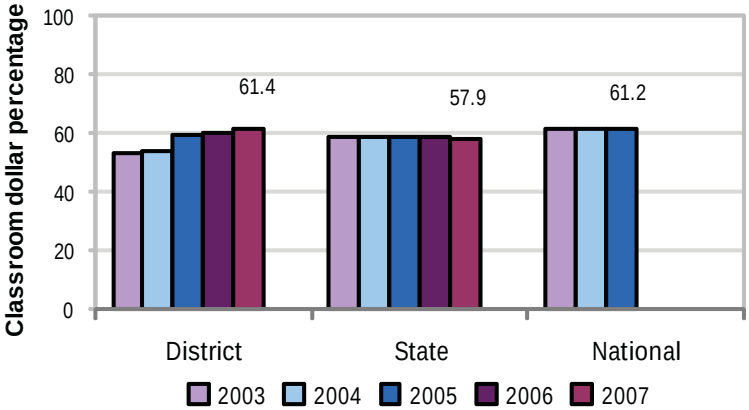


Classroom
$12,155
$4,277

Nonclassroom
$7,635
$3,105

Total
$19,790
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.0	53.7	59.6	60.2	61.4	57.9	61.2
Nonclassroom dollars:							
Administration	14.0	14.3	11.4	11.9	13.0	9.5	11.0
Plant operations	18.2	18.3	15.0	14.6	13.6	11.3	9.6
Food service	9.2	9.0	8.3	8.3	7.4	4.7	3.9
Transportation	1.4	1.7	1.7	1.8	2.1	4.3	4.1
Student support	2.9	2.1	2.4	2.2	0.7	7.3	5.2
Instruction support	1.3	0.9	1.6	1.0	1.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	8.9	10.1	10.1	17.4
Average teacher salary	$43,986	$46,646	$62,800	$43,833
Average years' experience	12.0	12.3	12.7	8.1

Classroom dollar ranking: 25 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,562 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- 9 of the 10 goals related to student achievement were met, which included requiring students to read a certain number of non-fiction books, meet or exceed state standards on the 3 parts of the AIMS test, and set their own achievement goals.
- Teachers had to participate in 2 professional development activities and share the information with other teachers.
- Other goals were linked to parent-student satisfaction, school site goals, and teacher job satisfaction.

Menu

- Monies were used solely to increase teacher compensation.

Page Unified School District

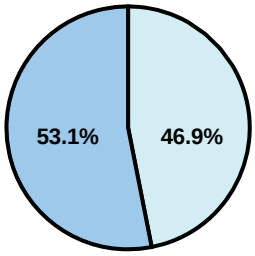
Coconino County

District size:	Medium
Students attending:	2,879
Number of schools:	4
Number of certified teachers:	188

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

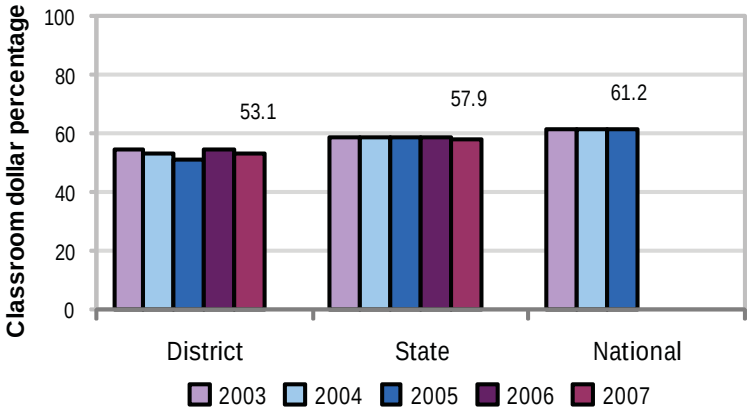


Classroom
$4,965
$4,277

Nonclassroom
$4,377
$3,105

Total
$9,342
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.8	53.0	51.3	54.8	53.1	57.9	61.2
Nonclassroom dollars:							
Administration	9.2	7.6	9.1	8.7	9.6	9.5	11.0
Plant operations	12.8	15.5	15.0	11.1	12.3	11.3	9.6
Food service	4.1	4.1	4.4	4.4	4.3	4.7	3.9
Transportation	4.2	4.1	3.6	4.0	3.7	4.3	4.1
Student support	8.9	9.3	9.7	10.4	11.2	7.3	5.2
Instruction support	6.0	6.4	6.7	6.4	5.6	4.8	4.8
Other			0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.8	15.1	15.3	17.4
Average teacher salary	$40,603	$48,242	$48,242	$43,833
Average years' experience	8.3	8.5	8.6	8.1

Classroom dollar ranking: 150 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,742 in salary, and each speech pathologist, counselor, and director earned between $1,944 and $5,575.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Students' reading scores on standardized tests increased.
- All teachers improved their knowledge and demonstrated understanding of state academic standards and received acceptable performance evaluations.
- 2 schools increased their AZ LEARNS scores.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 185 eligible employees participated in professional development activities designed to improve student achievement and meet state SEI requirements.
- The District's dropout prevention program focused on helping students recover credits and working with students who have excessive absentee rates.

Palo Verde Elementary School District

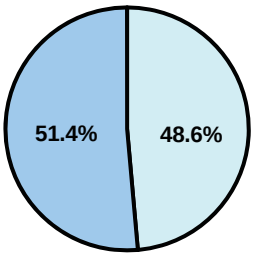
Maricopa County

District size:	Small
Students attending:	390
Number of schools:	1
Number of certified teachers:	21

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

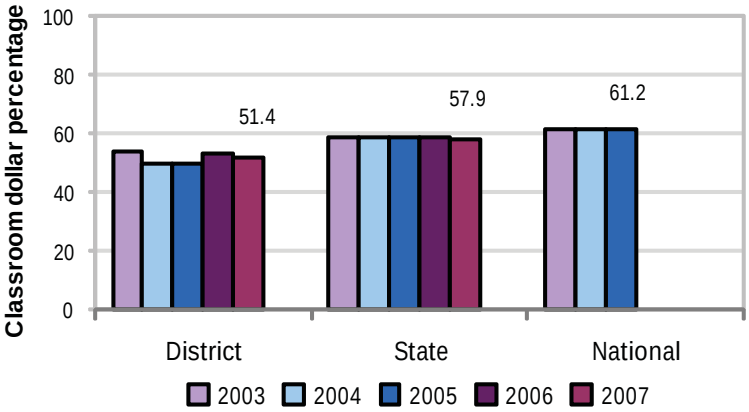


Classroom
$4,020
$4,277

Nonclassroom
$3,795
$3,105

Total
$7,815
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	53.7	49.9	49.6	53.4	51.4	57.9	61.2
Nonclassroom dollars:							
Administration	15.8	15.8	15.7	15.0	17.8	9.5	11.0
Plant operations	11.8	12.1	12.5	11.2	10.9	11.3	9.6
Food service	6.1	6.6	6.5	6.2	6.4	4.7	3.9
Transportation	6.0	6.8	6.8	6.5	7.6	4.3	4.1
Student support	3.2	6.7	6.5	6.2	4.4	7.3	5.2
Instruction support	3.4	2.1	2.4	1.5	1.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	17.6	19.0	18.6	17.4
Average teacher salary	$33,855	$42,878	$42,364	$43,833
Average years' experience	5.5	6.6	6.6	8.1

Classroom dollar ranking: 165 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,155 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- 70 percent of students had to improve their performance in language, math, and reading standardized test scores.
- Teachers received acceptable performance evaluations.
- Other goals were linked to student attendance and parent-student satisfaction.

Menu

- Monies continued to be used to employ 1 junior high school teacher to reduce class sizes.

Paloma Elementary School District

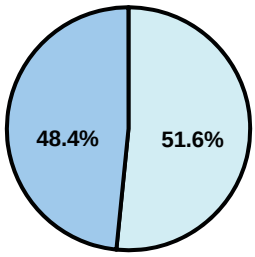
Maricopa County

District size:	Very Small
Students attending:	62
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

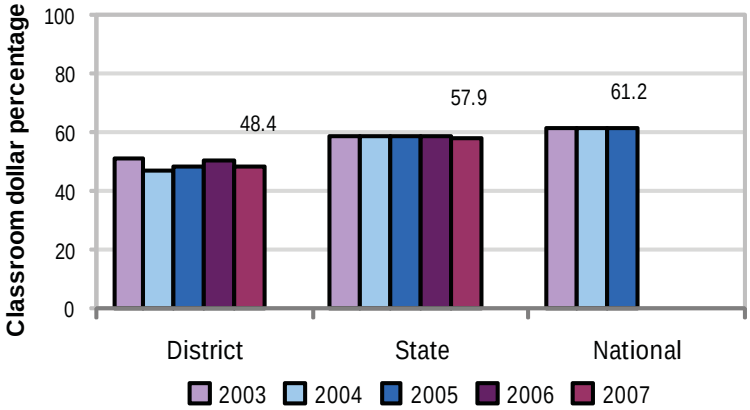


Classroom
$5,782
$4,277

Nonclassroom
$6,159
$3,105

Total
$11,941
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	50.8	46.6	48.1	50.5	48.4	57.9	61.2
Nonclassroom dollars:							
Administration	17.4	18.5	14.1	14.6	14.3	9.5	11.0
Plant operations	17.0	20.8	24.1	22.8	22.9	11.3	9.6
Food service	7.9	7.9	7.4	6.5	9.1	4.7	3.9
Transportation	4.9	4.7	4.9	3.9	2.4	4.3	4.1
Student support	1.4				1.5	7.3	5.2
Instruction support	0.6	1.5	1.4	1.7	1.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	11.7	8.4	12.4	17.4
Average teacher salary	$41,992	$34,717	$37,064	$43,833
Average years' experience	9.4	9.8	8.2	8.1

Classroom dollar ranking: 185 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,714 in salary, and each instructional aide earned an additional $428.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Teachers met at least 7 of 10 student achievement goals that were based on standardized test scores.
- Teachers also attended at least 50 hours of professional development seminars, in-service days, conferences, and workshops.
- At least 70 percent of parents surveyed gave the District satisfactory ratings.

Menu

- Monies were used solely to increase eligible employee compensation.

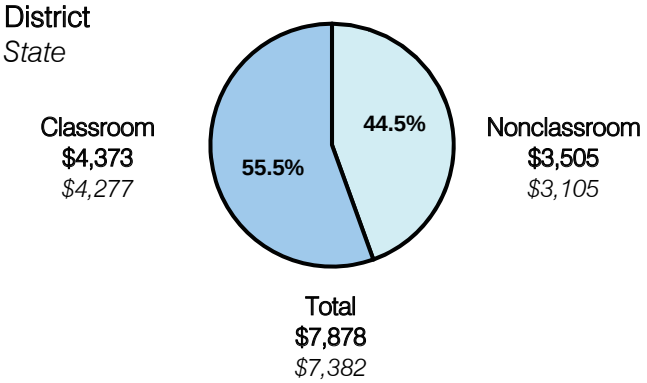
Palominas Elementary School District

Cochise County

District size: Medium
Students attending: 1,020
Number of schools: 3
Number of certified teachers: 66

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.2	55.7	54.3	55.6	55.5	57.9	61.2
Nonclassroom dollars:							
Administration	10.5	9.9	11.5	10.1	10.5	9.5	11.0
Plant operations	12.0	11.5	10.7	10.8	10.8	11.3	9.6
Food service	3.9	3.9	3.9	4.0	4.1	4.7	3.9
Transportation	11.7	11.5	12.1	12.5	11.5	4.3	4.1
Student support	5.0	4.9	4.9	4.2	4.6	7.3	5.2
Instruction support	2.7	2.6	2.5	2.8	3.0	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.8	16.5	15.5	17.4
Average teacher salary	$36,199	$36,707	$37,995	$43,833
Average years' experience	10.3	10.2	10.2	8.1

Classroom dollar ranking: 106 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, counselor, and speech pathologist earned an additional $4,840 in salary, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Students demonstrated 1 year's academic progress.
- Teachers met twice yearly with the curriculum director to monitor student progress.
- Teachers increased the number of parental contacts through phone calls, conferences, surveys, and newsletters.

Menu

- Monies were used solely to increase eligible employee compensation.

Paradise Valley Unified School District

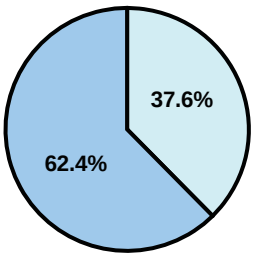
Maricopa County

District size:	Very Large
Students attending:	32,880
Number of schools:	46
Number of certified teachers:	1,931

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

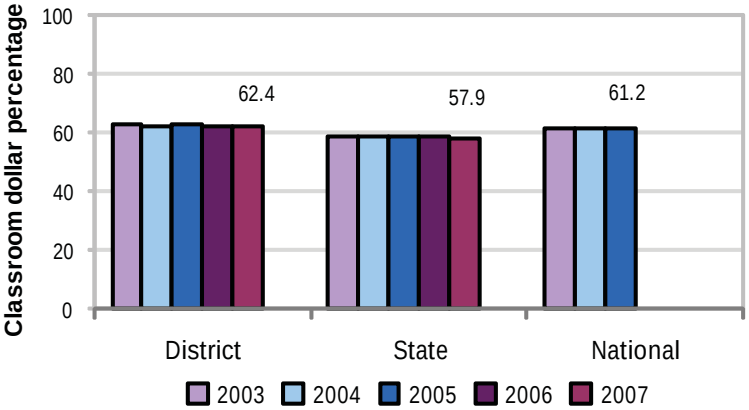


Classroom
$4,264
$4,277

Nonclassroom
$2,573
$3,105

Total
$6,837
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.9	61.8	63.0	62.1	62.4	57.9	61.2
Nonclassroom dollars:							
Administration	7.4	7.2	6.9	7.1	7.3	9.5	11.0
Plant operations	11.6	12.7	11.1	11.7	10.4	11.3	9.6
Food service	3.0	3.2	3.4	3.3	3.1	4.7	3.9
Transportation	3.1	3.2	3.2	3.2	3.4	4.3	4.1
Student support	7.1	6.7	7.0	7.3	8.0	7.3	5.2
Instruction support	4.7	5.0	5.1	5.1	5.2	4.8	4.8
Other	0.2	0.2	0.3	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.2	17.6	17.0	17.4
Average teacher salary	$45,835	$48,382	$48,517	$43,833
Average years' experience	9.8	9.5	9.4	8.1

Classroom dollar ranking: 19 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned $5,874 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement in math, reading, and writing improved, as demonstrated through standardized tests, teacher-developed tests, and student work.
- Teachers participated in professional development activities and on various committees focused on topics such as textbook adoption, social service issues, and fairness in sports.
- Teachers worked with students individually or in small groups to help them achieve academically and could earn performance pay by acting as a department lead in the curriculum or instructional areas.

Menu

- Monies were used solely to increase eligible employee compensation.

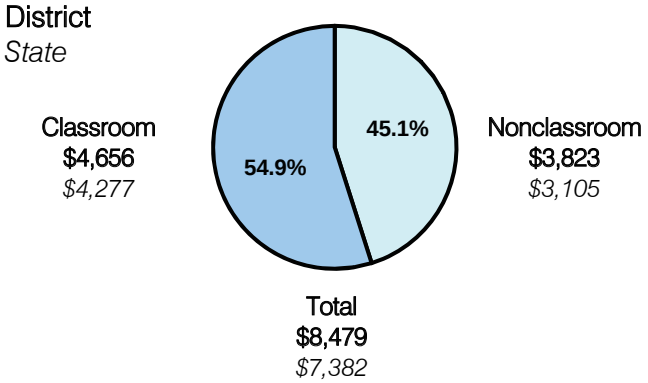
Parker Unified School District

La Paz County

District size:	Medium
Students attending:	1,900
Number of schools:	6
Number of certified teachers:	122

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.4	57.0	55.1	54.7	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.9	10.2	10.3	10.4	9.8	9.5	11.0
Plant operations	12.4	11.1	11.7	12.4	12.1	11.3	9.6
Food service	3.7	3.7	4.4	4.6	5.0	4.7	3.9
Transportation	5.0	4.8	4.6	4.7	4.6	4.3	4.1
Student support	6.6	8.8	9.5	9.4	9.0	7.3	5.2
Instruction support	2.7	4.4	4.4	3.8	4.6	4.8	4.8
Other	0.3					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.3	16.2	15.5	17.4
Average teacher salary	$41,395	$40,979	$44,123	$43,833
Average years' experience	8.3	8.8	8.4	8.1

Classroom dollar ranking: 119 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $5,089 and $5,500 in additional salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Each school achieved a "Performing" or better label from ADE for AZ LEARNS.
- Most teachers participated in professional development activities focused on peer observations and made a specific number of parent contacts.

Menu

- Monies were used solely to increase eligible employee compensation.

Patagonia Elementary School District

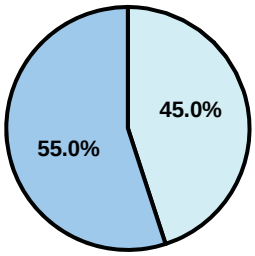
Santa Cruz County

District size:	Very Small
Students attending:	83
Number of schools:	1
Number of certified teachers:	5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

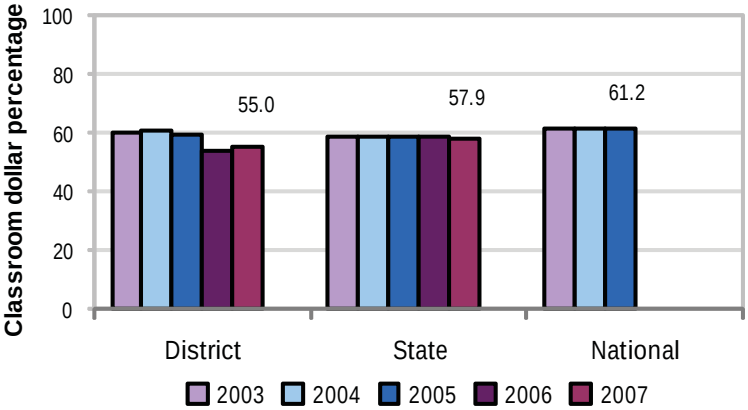


Classroom
$6,942
$4,277

Nonclassroom
$5,678
$3,105

Total
$12,620
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.2	60.4	59.0	53.9	55.0	57.9	61.2
Nonclassroom dollars:							
Administration	17.8	15.8	13.7	15.1	13.9	9.5	11.0
Plant operations	5.7	6.9	6.8	8.6	8.7	11.3	9.6
Food service	2.5	2.0	0.9	1.3	1.4	4.7	3.9
Transportation	9.0	10.7	11.6	11.5	12.7	4.3	4.1
Student support	2.4	3.0	3.9	3.1	2.9	7.3	5.2
Instruction support	2.4	1.2	4.1	6.5	5.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.6	15.0	17.6	17.4
Average teacher salary	$38,727	$45,537	$53,775	$43,833
Average years' experience	11.0	12.3	12.7	8.1

Classroom dollar ranking: 116 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,205 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers raised district performance by improving student attendance and reducing dropout rates.
- Teachers completed additional curriculum maps by aligning curriculum, instruction, and assessments.
- Teachers also completed a collaborative project to periodically review every student's needs and progress so that instruction and support services could be modified accordingly.

Menu

- 1 teacher earned additional compensation for having excellent attendance.

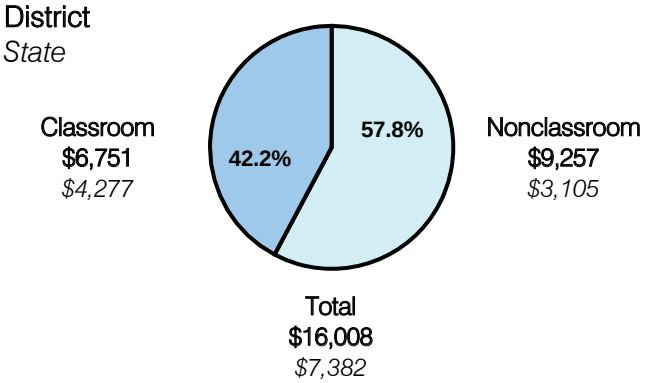
Patagonia Union High School District

Santa Cruz County

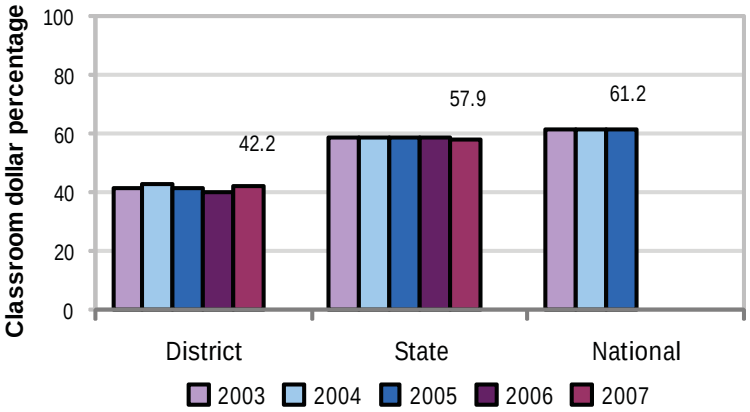
District size: Very Small
Students attending: 84
Number of schools: 1
Number of certified teachers: 6

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	41.4	42.5	41.7	40.2	42.2	57.9	61.2
Nonclassroom dollars:							
Administration	17.5	17.4	16.5	15.8	15.0	9.5	11.0
Plant operations	16.3	15.9	15.8	16.8	17.1	11.3	9.6
Food service	8.5	7.0	6.2	6.7	7.1	4.7	3.9
Transportation	9.4	10.8	11.0	11.6	11.8	4.3	4.1
Student support	3.2	3.3	4.0	3.0	2.4	7.3	5.2
Instruction support	3.7	3.1	4.8	5.9	4.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.5	13.2	15.3	17.4
Average teacher salary	$36,746	$40,160	$49,781	$43,833
Average years' experience	8.1	8.9	9.0	8.1

Classroom dollar ranking: 209 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,397 in salary, the librarian earned an additional $1,131, and the counselor earned $758.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Most teachers completed individual projects that addressed increasing student academic performance and dropout and attendance rates.
- Teachers finished aligning curriculum, instruction, and assessments to state academic standards, and reviewed each student's needs and progress so that instruction and support services could be modified accordingly.

Menu

- 3 teachers earned additional compensation for not using accrued leave.

Payson Unified School District

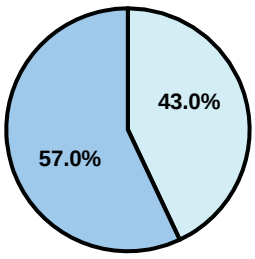
Gila County

District size:	Medium
Students attending:	2,597
Number of schools:	6
Number of certified teachers:	160

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

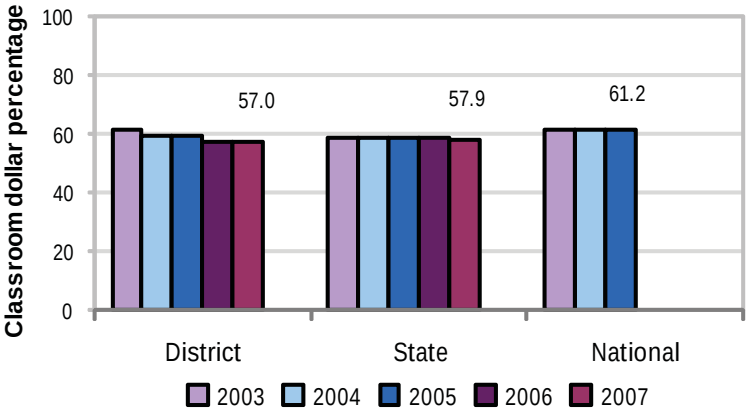


Classroom
$4,311
$4,277

Nonclassroom
$3,254
$3,105

Total
$7,565
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.5	59.5	59.3	57.4	57.0	57.9	61.2
Nonclassroom dollars:							
Administration	9.6	10.1	10.5	9.9	11.0	9.5	11.0
Plant operations	11.1	11.1	11.1	11.7	11.6	11.3	9.6
Food service	3.6	3.6	3.7	5.0	4.7	4.7	3.9
Transportation	2.7	3.1	3.6	3.4	3.4	4.3	4.1
Student support	8.2	9.0	8.7	8.9	8.7	7.3	5.2
Instruction support	3.1	3.4	3.0	3.5	3.4	4.8	4.8
Other	0.2	0.2	0.1	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.4	17.7	16.2	17.4
Average teacher salary	$42,249	$42,891	$44,711	$43,833
Average years' experience	9.1	8.9	7.8	8.1

Classroom dollar ranking: 78 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,932 in salary, and each librarian, speech pathologist, and counselor earned between $2,510 and $9,588.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Students had to accomplish at least 70 percent of the goals set for them by teachers.
- Teachers were required to participate in at least 20 hours of professional development activities and receive favorable performance evaluations. Additional monies could be earned if teachers participated in up to 60 hours of professional development activities and successfully demonstrated technology integration in the classroom.

Menu

- Monies continued to be primarily used to increase eligible employee compensation and also to reduce class sizes.
- 27 teachers were compensated for participating in AIMS intervention activities at the elementary school level.

Peach Springs Unified School District

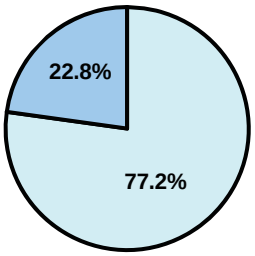
Mohave County

District size: Very Small
Students attending: 191
Number of schools: 3
Number of certified teachers: 21

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

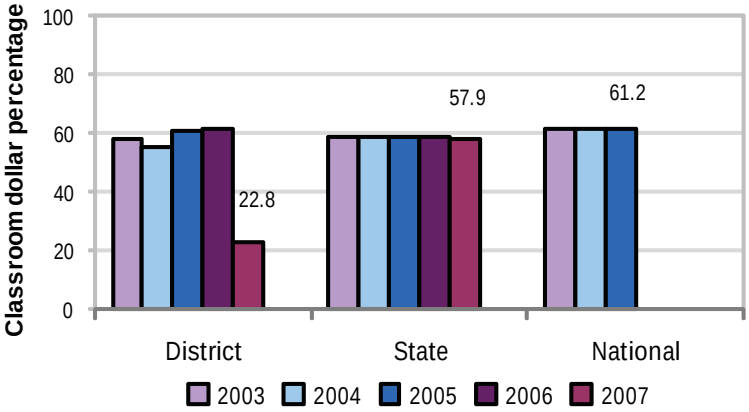


Classroom
$3,641
$4,277

Nonclassroom
$12,361
$3,105

Total
$16,002
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.8	55.0	60.6	61.3	22.8	57.9	61.2
Nonclassroom dollars:							
Administration	16.3	19.2	15.6	12.0	33.6	9.5	11.0
Plant operations	11.5	10.6	12.4	15.4	18.0	11.3	9.6
Food service	5.8	5.1	5.1	6.3	7.0	4.7	3.9
Transportation	3.6	3.8	3.4	3.5	5.3	4.3	4.1
Student support	2.3	1.8	1.5	0.3	1.6	7.3	5.2
Instruction support	2.7	4.5	1.4	1.2	11.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.3	11.5	9.2	17.4
Average teacher salary	$38,552	$39,341	$39,396	$43,833
Average years' experience	8.4	8.1	6.5	8.1

Classroom dollar ranking: 222 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,912 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- 85 percent of students' standardized test scores in reading and language showed improvement.
- The teacher absenteeism rate was very low.
- All teachers attended 100 percent of in-service trainings offered.
- 75 percent of parents were involved in student activities.

Menu

- Menu monies were used solely for teacher compensation.

Pearce Elementary School District

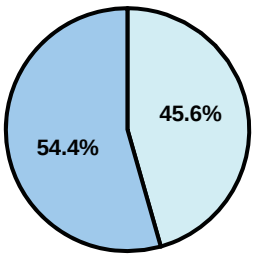
Cochise County

District size: Very Small
Students attending: 111
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

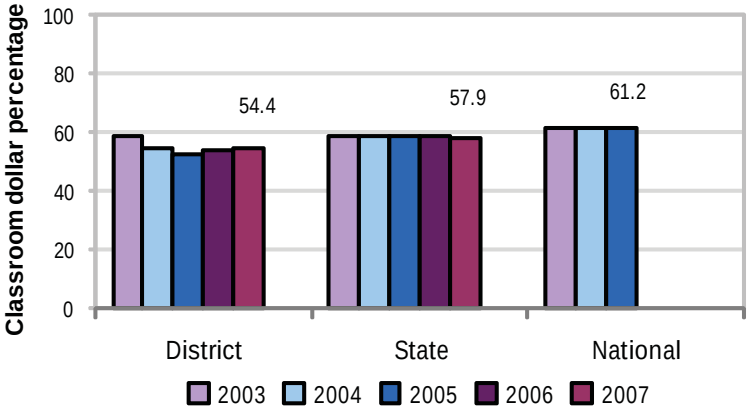


Classroom
$5,240
$4,277

Nonclassroom
$4,398
$3,105

Total
$9,638
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.6	54.6	52.4	53.9	54.4	57.9	61.2
Nonclassroom dollars:							
Administration	16.7	18.6	18.2	20.5	20.1	9.5	11.0
Plant operations	14.2	13.2	11.6	11.3	12.4	11.3	9.6
Food service	2.9	3.2	5.0	4.7	5.0	4.7	3.9
Transportation	5.7	5.9	5.5	6.5	5.2	4.3	4.1
Student support	0.8	2.7	1.2	1.1	0.1	7.3	5.2
Instruction support	1.1	1.7	4.6	2.0	2.8	4.8	4.8
Other		0.1	1.5			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.3	9.8	9.5	17.4
Average teacher salary	$31,588	$33,729	$34,659	$43,833
Average years' experience	6.2	7.0	7.4	8.1

Classroom dollar ranking: 126 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,739 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- At least 50 percent of students demonstrated Adequate Yearly Progress.
- New teachers must have received 2 satisfactory performance evaluations and continuing teachers must have received 1 satisfactory evaluation to have earned performance pay.
- District assessment plans were aligned with state standards.
- Other goals were linked to leadership activities and peer collaboration.

Menu

- Teachers received additional compensation as increases to base salary and for students achieving Average Yearly Progress.
- Monies were also spent on professional development.

Pendergast Elementary School District

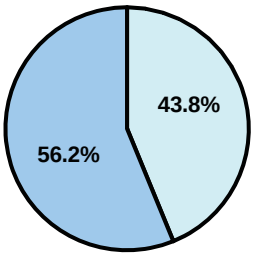
Maricopa County

District size:	Large
Students attending:	10,020
Number of schools:	14
Number of certified teachers:	524

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

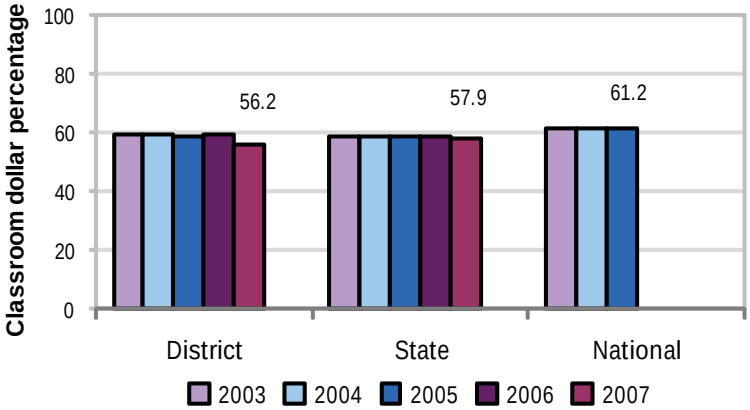


Classroom
$3,637
$4,277

Nonclassroom
$2,834
$3,105

Total
$6,471
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	59.1	58.9	59.3	56.2	57.9	61.2
Nonclassroom dollars:							
Administration	9.1	9.3	9.3	9.5	9.7	9.5	11.0
Plant operations	10.3	11.6	10.9	10.1	11.8	11.3	9.6
Food service	5.6	5.3	5.3	5.6	6.2	4.7	3.9
Transportation	2.7	2.6	2.5	2.6	2.6	4.3	4.1
Student support	6.5	6.6	7.2	7.2	7.7	7.3	5.2
Instruction support	6.8	5.5	5.9	5.7	5.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.3	18.2	19.1	17.4
Average teacher salary	$41,850	$47,204	$44,155	$43,833
Average years' experience	6.1	6.1	5.7	8.1

Classroom dollar ranking: 94 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,692 in salary, and each librarian, speech pathologist, and counselor earned between $3,710 and $4,065 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Students' reading, writing, and math scores on the AIMS test increased.
- All schools demonstrated 80 percent or better satisfaction on an annual parent satisfaction survey.
- All but 5 schools met academic school improvement goals in reading, writing, and math.

Menu

- Monies were used to increase eligible employee compensation.
- Monies also paid for approximately 60 new teachers to participate in a new-teacher orientation program.
- Teachers attended various professional development activities and participated in AIMS intervention activities.

Peoria Unified School District

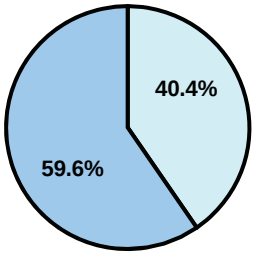
Maricopa County

District size: Very Large
Students attending: 36,608
Number of schools: 38
Number of certified teachers: 1,992

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

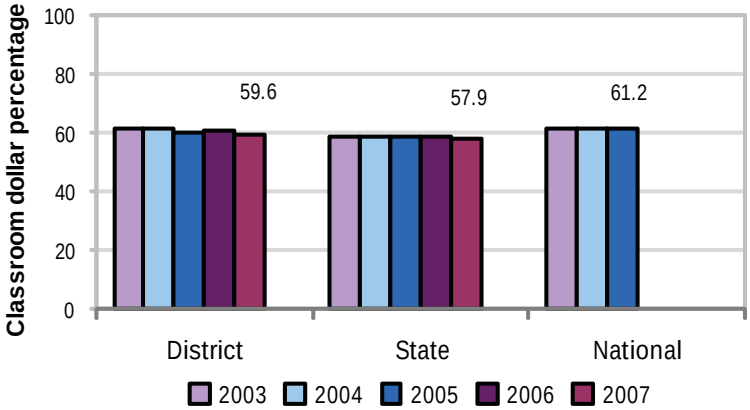


Classroom
$3,989
$4,277

Nonclassroom
$2,702
$3,105

Total
$6,691
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.4	61.5	60.0	60.6	59.6	57.9	61.2
Nonclassroom dollars:							
Administration	8.4	7.8	8.2	8.0	7.8	9.5	11.0
Plant operations	10.5	10.4	11.0	9.4	11.0	11.3	9.6
Food service	3.5	3.5	3.7	3.7	3.8	4.7	3.9
Transportation	3.1	3.0	3.3	3.3	3.3	4.3	4.1
Student support	7.7	7.8	7.7	8.8	8.5	7.3	5.2
Instruction support	5.2	5.7	5.9	6.0	5.9	4.8	4.8
Other	0.2	0.3	0.2	0.2	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	18.2	18.4	17.4
Average teacher salary	$43,495	$50,182	$51,094	$43,833
Average years' experience	7.1	7.0	6.7	8.1

Classroom dollar ranking: 45 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,394 in salary, and each librarian, speech pathologist, counselor, and instructional specialist earned between $5,189 and $5,456 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- The goals were linked to teacher evaluations and professional development plans aligned with state standards, district goals, school goals, and student achievement goals.

Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included after-school tutoring.
- Dropout prevention activities included tutoring and intervention programs.
- Eligible employees participated in professional development activities, including conferences and workshops.
- To help reduce class sizes, 2 instructional aides were hired.

Phoenix Elementary School District

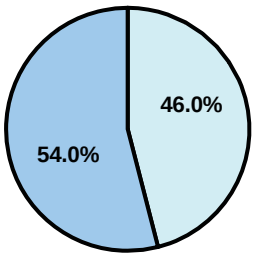
Maricopa County

District size:	Large
Students attending:	7,508
Number of schools:	16
Number of certified teachers:	442

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

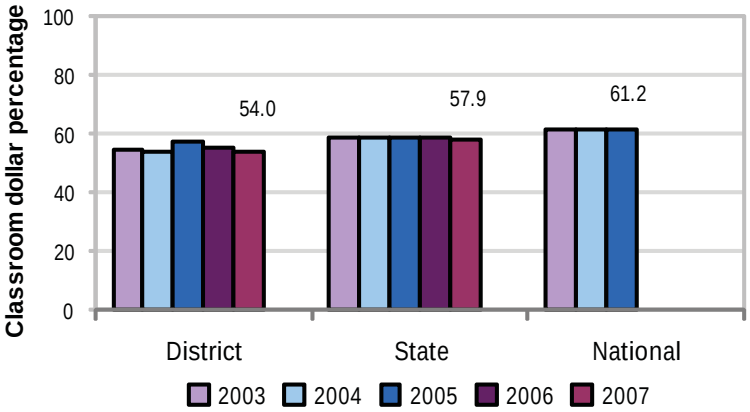


Classroom
$5,270
$4,277

Nonclassroom
$4,491
$3,105

Total
$9,761
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.3	54.1	57.1	55.1	54.0	57.9	61.2
Nonclassroom dollars:							
Administration	9.6	11.3	10.0	10.1	9.7	9.5	11.0
Plant operations	12.8	11.9	11.2	11.6	11.3	11.3	9.6
Food service	6.7	6.7	5.8	5.5	4.9	4.7	3.9
Transportation	2.9	2.9	3.0	3.2	2.7	4.3	4.1
Student support	5.7	7.5	7.7	7.5	8.8	7.3	5.2
Instruction support	8.0	5.6	5.2	6.8	8.6	4.8	4.8
Other				0.2		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.3	20.6	17.0	17.4
Average teacher salary	$45,017	$46,865	$47,762	$43,833
Average years' experience	7.7	8.2	7.9	8.1

Classroom dollar ranking: 133 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, literacy and math coach, and reading specialist earned an additional $4,901 in salary.

Performance

- The District accomplished its goals, which were based on fiscal year 2006 school and individual performance.
- The student achievement goal was linked to AZ LEARNS and Adequate Yearly Progress objectives and students' standardized test scores.
- Teachers completed at least 40 hours of approved professional development activities and used 6 or fewer discretionary absence days per year.

Menu

- Monies were used solely for increasing eligible employee compensation.

Phoenix Union High School District

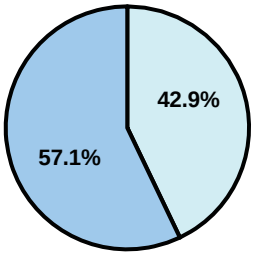
Maricopa County

District size:	Very Large
Students attending:	24,112
Number of schools:	13
Number of certified teachers:	1,396

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

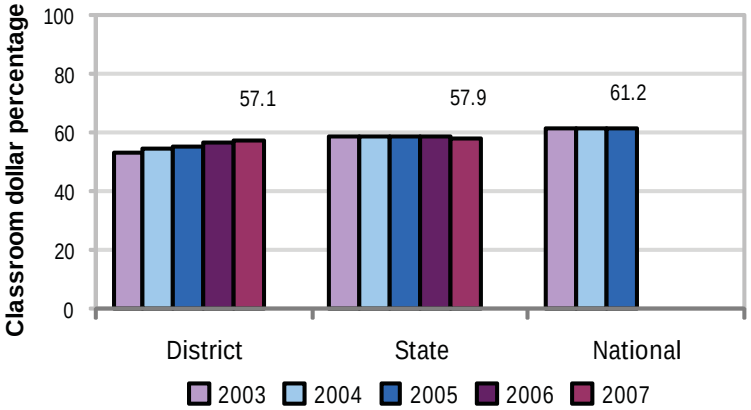


Classroom
$5,614
$4,277

Nonclassroom
$4,222
$3,105

Total
$9,836
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.1	54.3	55.3	56.8	57.1	57.9	61.2
Nonclassroom dollars:							
Administration	8.0	7.8	8.7	7.9	7.8	9.5	11.0
Plant operations	14.7	14.6	13.8	12.8	12.6	11.3	9.6
Food service	2.2	2.3	2.4	2.5	2.3	4.7	3.9
Transportation	3.7	3.6	3.4	3.6	3.8	4.3	4.1
Student support	9.8	11.2	10.3	10.4	10.6	7.3	5.2
Instruction support	7.0	5.7	5.6	5.6	5.4	4.8	4.8
Other	1.5	0.5	0.5	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	16.8	17.3	17.4
Average teacher salary	$55,052	$55,690	$57,209	$43,833
Average years' experience	10.3	11.3	10.3	8.1

Classroom dollar ranking: 75 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,068 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- At least 80 percent of students had to demonstrate proficiency in reading, writing, and math on the AIMS test or show at least 7 percent growth over the prior year's test scores.
- Teachers were paid for being absent no more than 7 days during the school year.
- The District met most of its goals pertaining to dropout/graduation and student attendance rates.

Menu

- Monies were used primarily to increase teacher compensation.
- Certified staff participated in 1 to 2 days of professional development activities.
- For AIMS intervention, the District implemented an academic mentoring program, which provided before- and after-school mentoring as well as Saturday school sessions. 38 percent of the student population attended at least 1 mentoring session.

Picacho Elementary School District

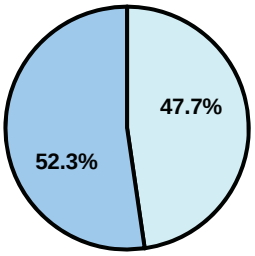
Pinal County

District size:	Small
Students attending:	214
Number of schools:	1
Number of certified teachers:	14

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

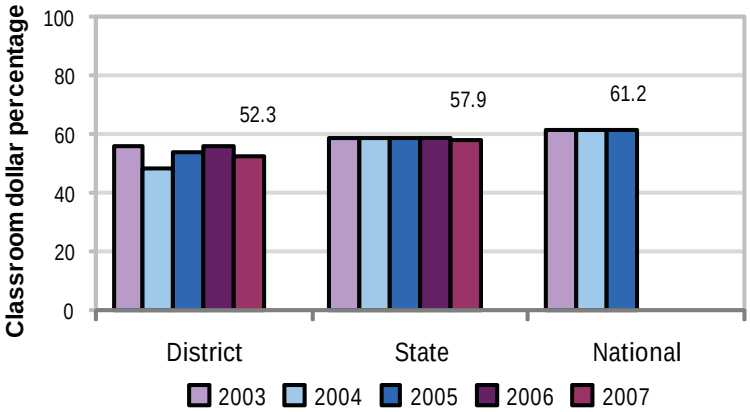


Classroom
$4,634
$4,277

Nonclassroom
$4,233
$3,105

Total
$8,867
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.9	48.5	54.1	55.8	52.3	57.9	61.2
Nonclassroom dollars:							
Administration	13.2	15.5	13.6	15.2	17.9	9.5	11.0
Plant operations	11.6	13.0	11.7	10.6	11.3	11.3	9.6
Food service	7.1	7.6	7.6	6.7	7.4	4.7	3.9
Transportation	5.8	6.0	6.2	6.8	5.7	4.3	4.1
Student support	6.4	5.7	4.6	4.4	4.6	7.3	5.2
Instruction support		3.7	2.2	0.5	0.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.3	18.6	15.3	17.4
Average teacher salary	$33,885	$39,625	$45,304	3,833
Average years' experience	9.5	10.6	8.4	8.1

Classroom dollar ranking: 158 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $7,505 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student achievement goals were tied to the school demonstrating Adequate Yearly Progress and earning a "Performing Plus" label from ADE for AZ LEARNS.
- Another goal was tied to teacher attendance.

Menu

- Monies were used solely to increase teacher compensation.

Pima Accommodation School District

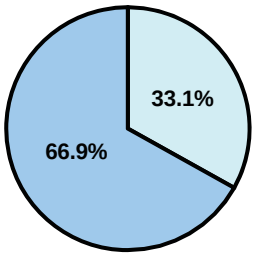
Pima County

District size:	Very Small
Students attending:	142
Number of schools:	1
Number of certified teachers:	10

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

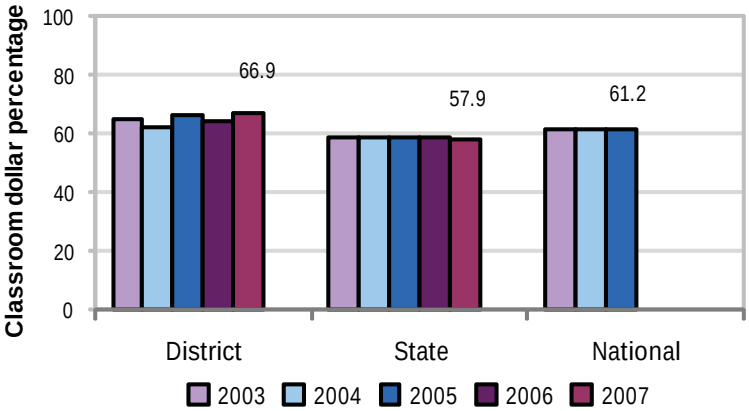


Classroom
$5,363
$4,277

Nonclassroom
$2,651
$3,105

Total
$8,014
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	64.5	62.4	66.5	64.3	66.9	57.9	61.2
Nonclassroom dollars:							
Administration	27.3	27.4	26.3	23.5	22.4	9.5	11.0
Plant operations	2.7	2.5	1.4	3.0	1.0	11.3	9.6
Food service						4.7	3.9
Transportation						4.3	4.1
Student support	2.1	4.0	3.4	3.5	5.6	7.3	5.2
Instruction support	3.4	3.7	2.3	5.7	4.1	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.5	14.2	14.2	17.4
Average teacher salary	$50,118	$42,663	47,804	$43,833
Average years' experience	10.1	10.3	9.0	8.1

Classroom dollar ranking: 7 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,405 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- 58 percent of students who remained in the detention facility for more than 1 week achieved a score of 30 percent or higher on a life skills test.
- Students who remained in the facility for 30 days or more increased their reading scores by at least 5 percent on pre- and post-tests.
- Teachers each participated in 30 hours or more of professional development activities.

Menu

- Monies were used solely to increase teacher compensation.

Pima Unified School District

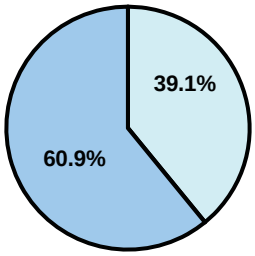
Graham County

District size:	Medium
Students attending:	638
Number of schools:	3
Number of certified teachers:	42

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

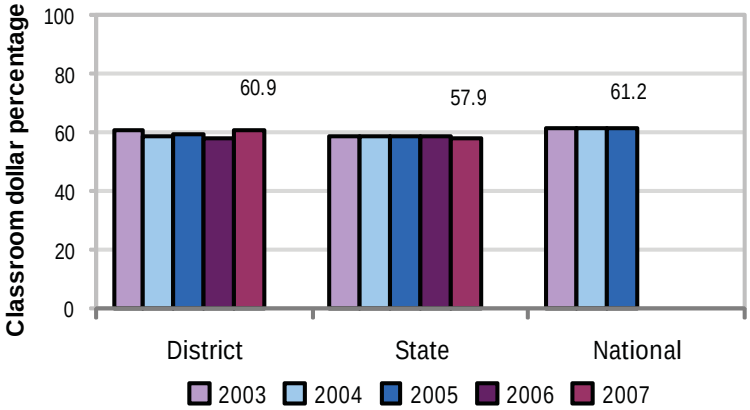


Classroom
$4,852
$4,277

Nonclassroom
$3,119
$3,105

Total
$7,971
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.0	58.7	59.6	57.6	60.9	57.9	61.2
Nonclassroom dollars:							
Administration	12.6	13.8	14.1	14.7	12.7	9.5	11.0
Plant operations	11.8	12.6	12.4	13.0	10.7	11.3	9.6
Food service	6.2	6.1	6.1	6.4	5.7	4.7	3.9
Transportation	2.9	3.4	3.3	3.8	2.9	4.3	4.1
Student support	3.1	3.2	2.5	2.5	4.0	7.3	5.2
Instruction support	2.4	2.2	1.9	2.0	3.1	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.7	16.4	15.0	17.4
Average teacher salary	$34,349	$32,187	$39,669	$43,833
Average years' experience	9.2	8.9	9.4	8.1

Classroom dollar ranking: 29 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $5,500 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Student achievement was measured by a district assessment of state academic standards.
- The District's schools met Adequate Yearly Progress objectives.
- Teachers completed at least 30 hours or 3 credits of professional development activities, including 15 hours of SEI coursework.
- Teachers received acceptable performance evaluations, which included ratings for planning, creating, and using instructional objectives aligned with state standards and using research-based instructional strategies.

Menu

- Teachers were compensated for AIMS intervention activities.
- Teachers were also compensated for completing evaluations, professional-growth plans, and professional development activities.

Pinal County Special Education Program

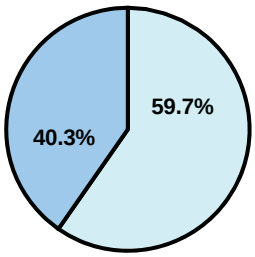
Pinal County

District size: Very Small
Students attending: 28
Number of schools: n/a
Number of certified teachers: n/a

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

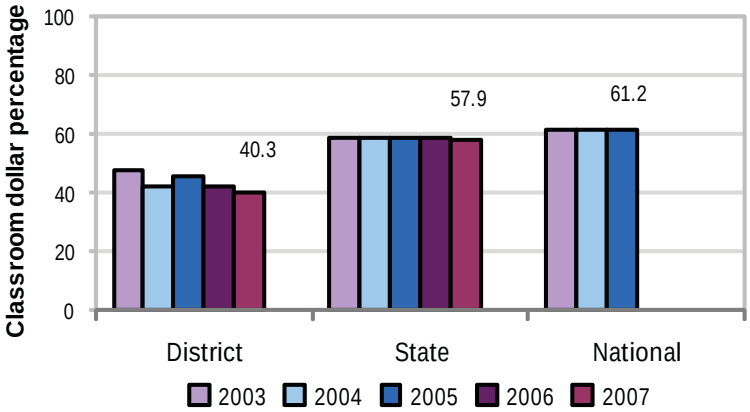


Classroom
$27,582
$4,277

Nonclassroom
$40,879
$3,105

Total
$68,461
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	47.5	42.0	45.2	41.8	40.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.3	9.0	9.0	9.0	9.6	9.5	11.0
Plant operations	6.9	5.9	7.5	9.6	10.7	11.3	9.6
Food service	0.8	0.2				4.7	3.9
Transportation	11.7	13.4	13.8	14.1	15.6	4.3	4.1
Student support	24.7	28.4	24.2	25.3	23.1	7.3	5.2
Instruction support	0.1	1.1	0.2	0.2	0.7	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	n/a	n/a	n/a	17.4
Average teacher salary	$42,978	$48,264	$47,134	$43,833
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 215 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,940 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- At least 75 percent of students met Individual Education Plan objectives in the areas of language and comprehensive health.

Menu

- Monies were used solely to increase teacher compensation.

Pine Strawberry Elementary School District

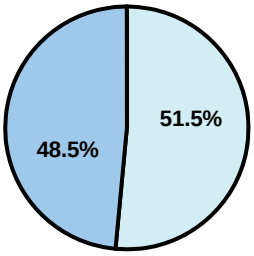
Gila County

District size: Very Small
Students attending: 99
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

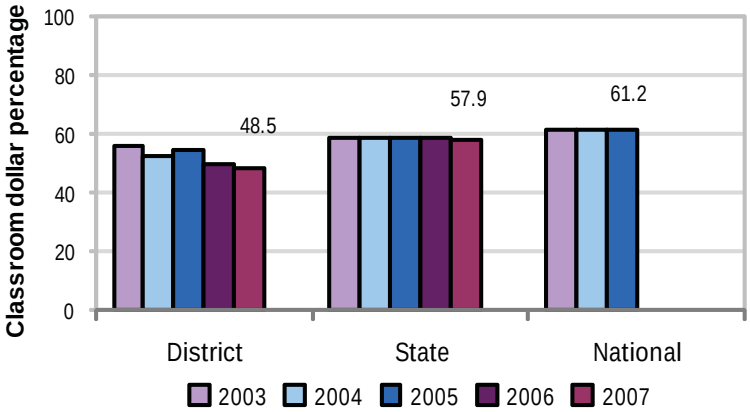


Classroom
$8,096
$4,277

Nonclassroom
$8,583
$3,105

Total
$16,679
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.7	52.6	54.8	49.7	48.5	57.9	61.2
Nonclassroom dollars:							
Administration	12.0	13.4	13.7	15.8	17.1	9.5	11.0
Plant operations	12.2	11.9	12.3	15.2	13.0	11.3	9.6
Food service	4.9	4.1	4.5	5.0	4.2	4.7	3.9
Transportation	7.1	6.8	7.1	7.8	7.7	4.3	4.1
Student support	3.0	3.6	3.1	3.8	5.6	7.3	5.2
Instruction support	5.1	7.6	4.5	2.7	3.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.5	10.3	8.1	17.4
Average teacher salary	$43,084	$38,159	$41,955	$43,833
Average years' experience	7.5	7.2	7.8	8.1

Classroom dollar ranking: 184 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,325 in salary, and the speech pathologist earned an additional $2,494.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to at least 70 percent of the students achieving positive academic growth from 2006 to 2007 on standardized tests.
- The student attendance rate was greater than 94 percent.
- Based on survey results, 87 percent of parents and 93 percent of students were satisfied with the District.
- Each certified staff member participated in more than 10 professional development hours.

Menu

- Monies were used solely to increase eligible employee compensation.

Piñon Unified School District

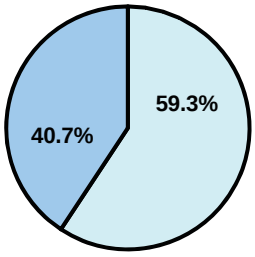
Navajo County

District size:	Medium
Students attending:	1,282
Number of schools:	3
Number of certified teachers:	90

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

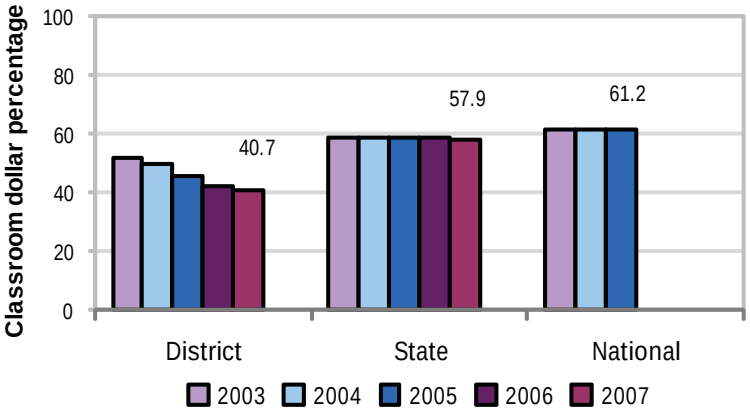


Classroom
$5,212
$4,277

Nonclassroom
$7,585
$3,105

Total
$12,797
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.0	49.8	45.8	42.0	40.7	57.9	61.2
Nonclassroom dollars:							
Administration	11.1	13.0	11.1	11.4	12.3	9.5	11.0
Plant operations	13.4	13.6	17.7	16.7	17.9	11.3	9.6
Food service	5.0	5.3	5.4	5.5	5.2	4.7	3.9
Transportation	7.5	7.0	8.1	7.8	7.4	4.3	4.1
Student support	6.5	7.1	6.6	10.1	9.3	7.3	5.2
Instruction support	4.5	4.2	5.3	6.5	7.2	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.0	13.8	14.2	17.4
Average teacher salary	$32,726	$38,561	$35,696	$43,833
Average years' experience	7.8	7.9	7.7	8.1

Classroom dollar ranking: 213 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,229 in salary, and each librarian, counselor, mentor, AIMS coordinator, athletic director and nurse earned between $794 to $2,435 in additional salary.

Performance

- The District accomplished only 1 of its goals, which were based on district and school performance.
- Parents and students graded the District a "C" or better on a satisfaction survey.
- The District did not meet its goals of having its schools demonstrate Adequate Yearly Progress and having at least 44 percent of its students on grade-level in reading, writing, and math.

Menu

- Monies were used solely to increase eligible employee compensation.

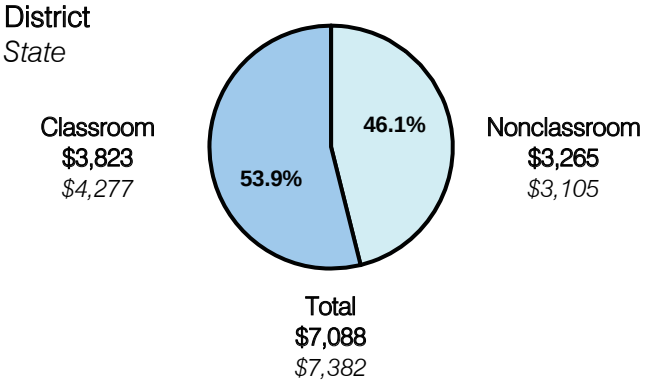
Pomerene Elementary School District

Cochise County

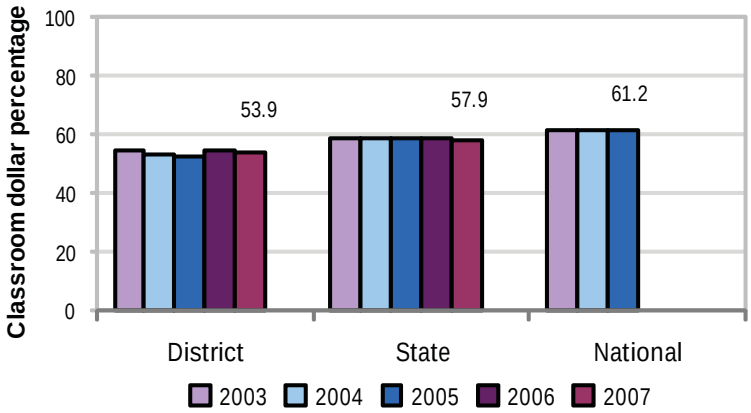
District size: Very Small
Students attending: 123
Number of schools: 1
Number of certified teachers: 6

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.6	53.3	52.3	54.8	53.9	57.9	61.2
Nonclassroom dollars:							
Administration	13.7	13.7	13.1	14.1	11.8	9.5	11.0
Plant operations	12.3	13.5	13.8	12.1	11.8	11.3	9.6
Food service	10.3	10.9	10.2	8.8	9.0	4.7	3.9
Transportation	2.7	2.1	2.6	2.4	2.2	4.3	4.1
Student support	6.0	6.1	7.7	7.8	9.4	7.3	5.2
Instruction support	0.4	0.4	0.3		1.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	22.4	18.0	19.6	17.4
Average teacher salary	$36,521	$37,076	$38,946	$43,833
Average years' experience	10.2	10.7	6.8	8.1

Classroom dollar ranking: 135 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,161 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- At least 50 percent of students showed 1 year's academic progress as measured by AIMS test scores.
- More than 60 percent of parents surveyed gave the District satisfactory ratings.
- Teachers received $60 for every college credit they earned during the school year.

Menu

- Monies continued to be used to compensate teachers for additional duties, such as classroom preparation, meeting with parents, and implementing a new reading program.

Prescott Unified School District

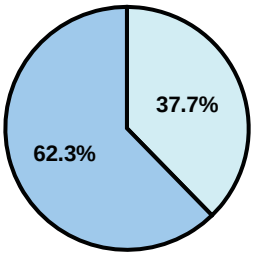
Yavapai County

District size:	Large
Students attending:	5,381
Number of schools:	9
Number of certified teachers:	294

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

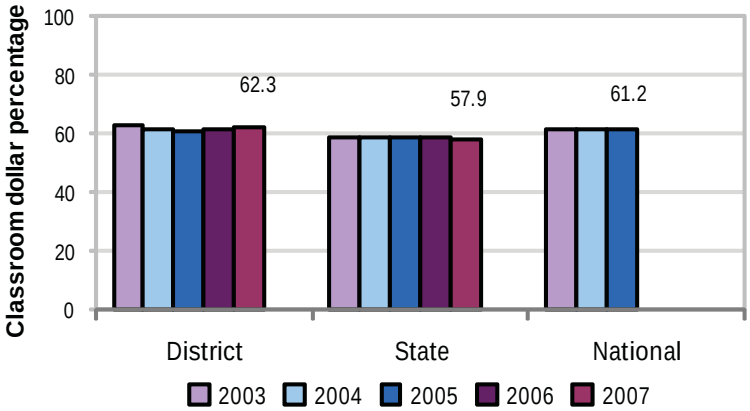


Classroom
$3,944
$4,277

Nonclassroom
$2,382
$3,105

Total
$6,326
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.6	61.5	60.5	61.5	62.3	57.9	61.2
Nonclassroom dollars:							
Administration	9.9	9.9	10.1	9.5	9.1	9.5	11.0
Plant operations	9.5	9.8	10.0	10.1	11.0	11.3	9.6
Food service	4.3	4.4	4.4	4.4	4.1	4.7	3.9
Transportation	3.2	3.6	3.9	3.8	3.9	4.3	4.1
Student support	6.6	7.0	7.2	7.1	6.6	7.3	5.2
Instruction support	3.7	3.6	3.8	3.5	2.8	4.8	4.8
Other	0.2	0.2	0.1	0.1	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.0	18.8	18.3	17.4
Average teacher salary	$40,094	$42,213	$44,146	$43,833
Average years' experience	10.6	10.2	9.5	8.1

Classroom dollar ranking: 20 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, occupational therapist, and physical therapist earned between $5,592 and $6,817 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Performance goals were based on student improvement on standardized tests.
- Teachers participated in at least 20 hours of professional development activities, served on committees, acted as mentors to 1st-year teachers, and received satisfactory performance evaluations.
- The District accomplished its goals linked to parent involvement.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 5 additional teachers were hired to help reduce class sizes.
- For AIMS intervention, materials were purchased and 1 reading assistant was employed.
- Monies were also used for professional development and dropout prevention activities.

Quartzsite Elementary School District

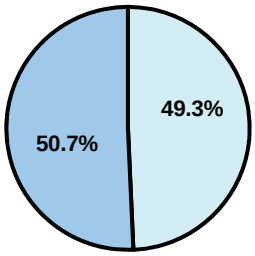
La Paz County

District size:	Small
Students attending:	260
Number of schools:	2
Number of certified teachers:	15

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

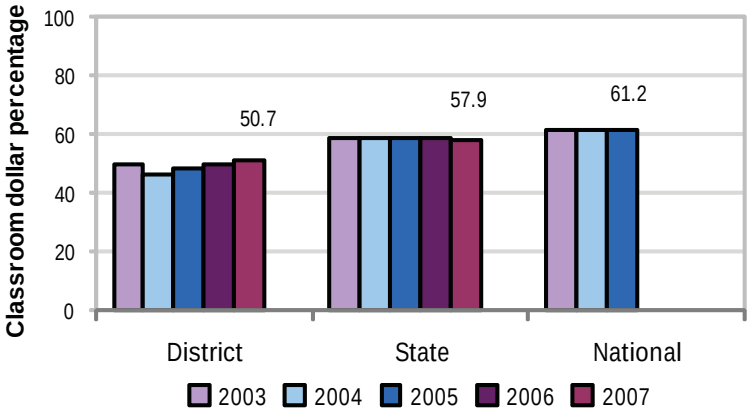


Classroom
$4,472
$4,277

Nonclassroom
$4,357
$3,105

Total
$8,829
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	49.6	46.3	48.2	49.6	50.7	57.9	61.2
Nonclassroom dollars:							
Administration	13.9	14.3	14.3	14.3	14.8	9.5	11.0
Plant operations	13.9	16.9	17.6	16.8	17.2	11.3	9.6
Food service	8.2	8.2	7.1	6.5	7.0	4.7	3.9
Transportation	7.2	7.7	7.9	7.1	6.2	4.3	4.1
Student support	2.4	2.2	1.2	2.1	0.3	7.3	5.2
Instruction support	4.8	4.4	3.7	3.6	3.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	22.1	18.0	17.3	17.4
Average teacher salary	$41,259	$39,434	$41,677	$43,833
Average years' experience	8.0	6.3	7.3	8.1

Classroom dollar ranking: 171 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,044 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- District and school performance goals were tied to the schools meeting Adequate Yearly Progress objectives and earning labels of "Performing" or better from ADE for AZ LEARNS.
- Schools had to achieve a student attendance rate of 90 percent or better.
- Teachers received acceptable performance evaluations and were compensated for tutoring students.

Menu

- Monies were used to increase teacher compensation.
- Monies were also used for professional development. Teachers participated in classroom coaching sessions with an educational consultant to improve lesson delivery and implement best practices in the classroom.

Queen Creek Unified School District

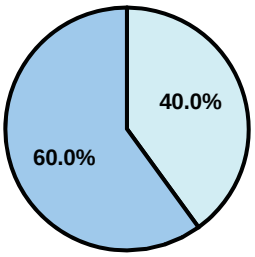
Maricopa County

District size:	Medium
Students attending:	3,746
Number of schools:	6
Number of certified teachers:	245

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

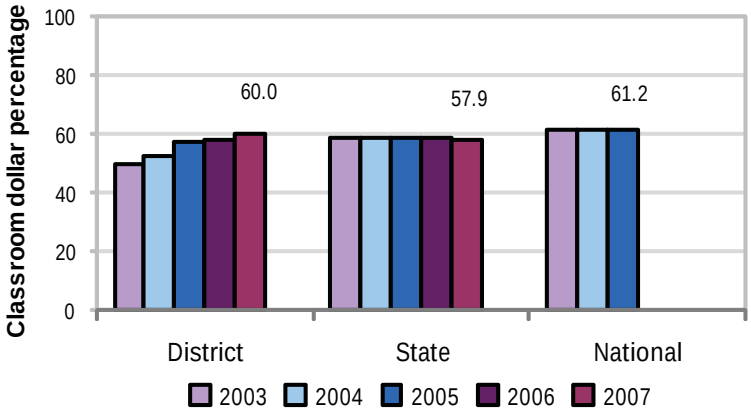


Classroom
$4,790
$4,277

Nonclassroom
$3,189
$3,105

Total
$7,979
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	49.7	52.7	57.1	57.8	60.0	57.9	61.2
Nonclassroom dollars:							
Administration	10.9	9.9	9.1	9.1	10.2	9.5	11.0
Plant operations	16.5	15.4	13.4	12.7	10.2	11.3	9.6
Food service	7.4	6.7	6.0	6.1	5.1	4.7	3.9
Transportation	5.7	5.2	5.4	5.8	5.9	4.3	4.1
Student support	6.4	6.4	6.4	6.1	6.2	7.3	5.2
Instruction support	3.4	3.7	2.5	2.4	2.4	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.7	16.8	15.3	17.4
Average teacher salary	$37,500	$37,904	$41,207	$43,833
Average years' experience	6.4	6.3	6.6	8.1

Classroom dollar ranking: 39 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,892 in salary, and each librarian, speech pathologist, counselor, psychologist, therapist, nurse, and social worker earned between $2,674 and $4,075 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Each school set and accomplished 3 student achievement goals based on standardized test results.
- Each teacher completed 15 hours of professional development activities.
- Other goals were linked to parent-student satisfaction.

Menu

- 7 elementary and 7 secondary teachers were hired to reduce class sizes.
- Menu money was also used to increase teacher compensation.

Rainbow Accommodation School District

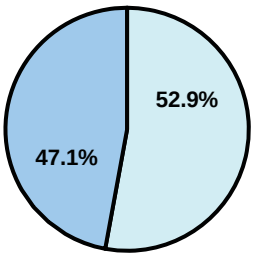
Navajo County

District size: Very Small
Students attending: 23
Number of schools: 1
Number of certified teachers: 1

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

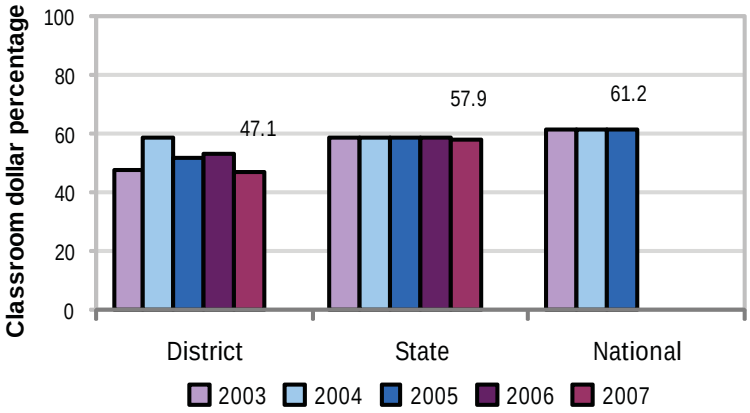


Classroom
$17,878
$4,277

Nonclassroom
$20,060
$3,105

Total
$37,938
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	47.8	58.4	51.6	53.1	47.1	57.9	61.2
Nonclassroom dollars:							
Administration	15.8	10.4	16.6	13.1	15.6	9.5	11.0
Plant operations	6.7	6.0	5.9	5.7	5.0	11.3	9.6
Food service						4.7	3.9
Transportation	14.1	12.5	15.1	17.1	19.4	4.3	4.1
Student support	13.4	12.4	10.3	10.4	12.2	7.3	5.2
Instruction support	2.2	0.3	0.5	0.5	0.7	4.8	4.8
Other				0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.6	19.0	23.0	17.4
Average teacher salary	n/a	n/a	n/a	$43,833
Average years' experience	15.0	15.0	15.0	8.1

Classroom dollar ranking: 193 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- The teacher earned an additional $2,750 in salary, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals were based on functional measurements of severely and profoundly disabled students.
- Parents were invited to an all-school event at least three times during the year.
- The teacher provided community training on topics such as autism and behavior management and completed 40 hours of professional development activities.

Menu

- Monies were used to pay for the teacher to attend a specialized training on autism.

Ray Unified School District

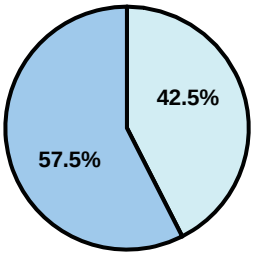
Pinal County

District size:	Small
Students attending:	593
Number of schools:	3
Number of certified teachers:	44

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

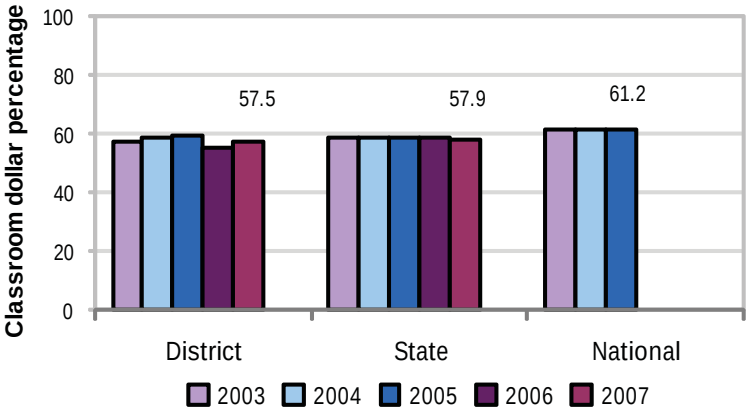


Classroom
$4,896
$4,277

Nonclassroom
$3,619
$3,105

Total
$8,515
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.3	58.3	59.2	55.4	57.5	57.9	61.2
Nonclassroom dollars:							
Administration	13.4	13.1	14.2	14.6	15.1	9.5	11.0
Plant operations	12.5	12.5	11.3	12.1	12.2	11.3	9.6
Food service	4.5	4.4	4.7	4.6	4.3	4.7	3.9
Transportation	4.8	4.3	4.9	4.2	4.7	4.3	4.1
Student support	4.7	4.7	4.1	7.3	4.5	7.3	5.2
Instruction support	2.8	2.4	1.3	1.5	1.4	4.8	4.8
Other		0.3	0.3	0.3	0.3	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.8	13.9	13.3	17.4
Average teacher salary	$39,578	$41,860	$42,599	$43,833
Average years' experience	9.4	9.5	10.3	8.1

Classroom dollar ranking: 68 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned $5,208 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- Students in 1st through 4th grades had to improve their reading and writing skills.
- 5th- through 8th-grade students had to improve their reading and math skills, and at least 20 percent of these students had to score at or above the 50th-percentile on the Presidential Fitness Challenge test.
- High school students had to improve their AIMS test reading or math scores.

Menu

- Monies were used to further compensate eligible employees for meeting specific goals, such as increasing students' math and reading skills.
- For professional development, teachers were compensated for activities such as committee work and mentoring other teachers.
- Dropout prevention activities included mentoring students and staffing support groups and detentions.
- Monies were also used for AIMS intervention.

Red Mesa Unified School District

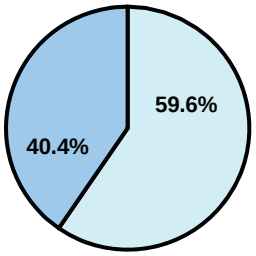
Apache County

District size:	Medium
Students attending:	978
Number of schools:	4
Number of certified teachers:	72

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

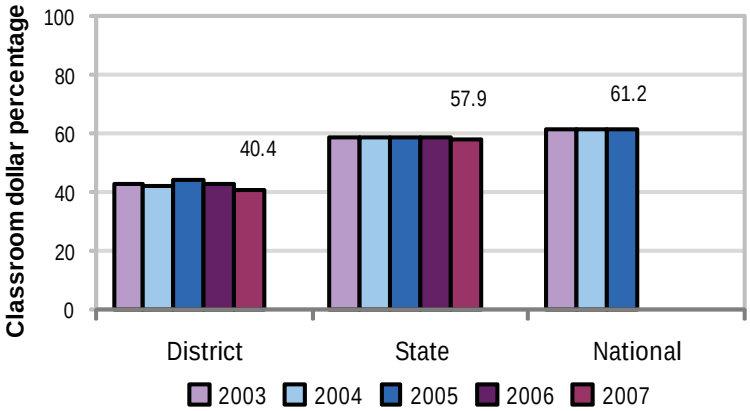


Classroom
$5,341
$4,277

Nonclassroom
$7,866
$3,105

Total
$13,207
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	42.9	42.0	43.9	42.6	40.4	57.9	61.2
Nonclassroom dollars:							
Administration	14.4	13.2	14.3	16.0	18.2	9.5	11.0
Plant operations	16.1	15.5	14.1	14.3	15.8	11.3	9.6
Food service	4.0	4.9	3.9	3.2	3.2	4.7	3.9
Transportation	9.0	9.4	9.9	10.3	10.6	4.3	4.1
Student support	10.2	11.6	11.0	9.8	8.1	7.3	5.2
Instruction support	3.3	3.4	2.9	3.8	3.3	4.8	4.8
Other	0.1				0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.7	13.4	13.6	17.4
Average teacher salary	$38,996	$36,343	$38,766	$43,833
Average years' experience	7.5	7.8	8.4	8.1

Classroom dollar ranking: 214 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $3,623 in additional salary, which includes performance pay for fiscal year 2006 performance. Each librarian earned an additional $1,657 in salary.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Student achievement goals called for students to improve in reading, writing, and math as demonstrated by standardized test scores.
- Each school improved student attendance by at least 5 percent.
- Teacher absences decreased by at least 10 percent from the prior fiscal year.
- Teachers were evaluated at least once annually.
- Teachers participated in leadership activities and after school tutoring.
- The high school met its graduation rate goal.

Menu

- Monies were used solely to increase eligible employee compensation.

Red Rock Elementary School District

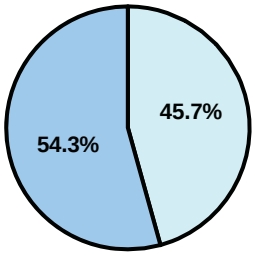
Pinal County

District size:	Very Small
Students attending:	96
Number of schools:	1
Number of certified teachers:	7

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$7,454
$4,277

Nonclassroom
$6,263
$3,105

Total
$13,717
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.2	51.6	55.5	54.9	54.3	57.9	61.2
Nonclassroom dollars:							
Administration	21.0	17.5	17.1	19.2	24.9	9.5	11.0
Plant operations	15.9	20.3	16.6	17.5	12.1	11.3	9.6
Food service	4.0	4.4	4.7	4.5	4.0	4.7	3.9
Transportation	3.6	5.3	5.1	2.3	2.2	4.3	4.1
Student support	3.3	0.8	1.0	1.6	1.5	7.3	5.2
Instruction support		0.1			1.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.5	15.7	13.7	17.4
Average teacher salary	$37,610	$40,880	$42,251	$43,833
Average years' experience	10.3	11.3	13.9	8.1

Classroom dollar ranking: 128 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,940 in salary, the speech pathologist earned an additional $1,532, and instructional aides earned an additional $497, which includes performance pay for fiscal year 2006 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Students demonstrated academic progress on standardized tests and district assessments.
- The results of a survey showed that at least 75 percent of parents were satisfied with the District.
- Standards for communication between school and home were achieved.

Menu

- Monies were used to hire 1 instructional aide to help reduce special needs classes in 1st through 4th grades.

Riverside Elementary School District

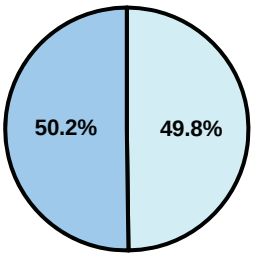
Maricopa County

District size:	Medium
Students attending:	783
Number of schools:	2
Number of certified teachers:	19

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

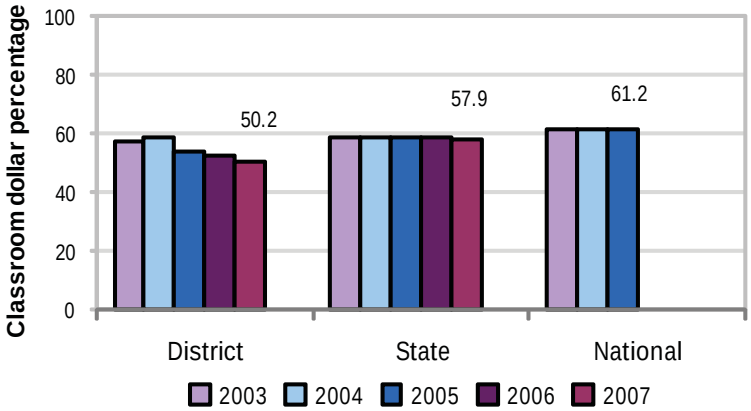


Classroom
$3,681
$4,277

Nonclassroom
$3,655
$3,105

Total
$7,336
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.3	58.6	53.8	52.4	50.2	57.9	61.2
Nonclassroom dollars:							
Administration	12.0	11.6	14.1	15.2	14.5	9.5	11.0
Plant operations	12.0	10.7	10.3	12.0	12.4	11.3	9.6
Food service	6.9	7.7	7.5	7.0	6.8	4.7	3.9
Transportation	2.9	2.6	3.1	2.6	3.2	4.3	4.1
Student support	5.8	5.7	9.4	9.5	10.9	7.3	5.2
Instruction support	3.1	3.1	1.8	1.3	2.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	22.7	26.6	40.9	17.4
Average teacher salary	$36,374	$40,582	$40,081	$43,833
Average years' experience	6.2	3.7	3.6	8.1

Classroom dollar ranking: 175 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,138 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Students' AIMS test scores increased by 10 percent.
- Teachers attended at least 90 percent of parent/teacher conferences to review student achievement and participated in 30 hours of professional development activities.

Menu

- Monies continued to be used to pay for teachers to reduce 6th- and 8th-grade class sizes to 23 students per class and reading classes to 15 students per class.

Roosevelt Elementary School District

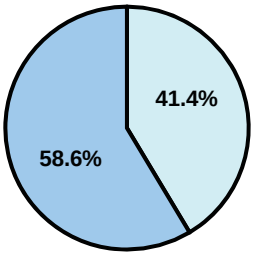
Maricopa County

District size:	Large
Students attending:	11,902
Number of schools:	21
Number of certified teachers:	691

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$4,838
$4,277

Nonclassroom
$3,418
$3,105

Total
$8,256
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.6	59.1	58.2	59.7	58.6	57.9	61.2
Nonclassroom dollars:							
Administration	10.8	10.2	10.5	10.2	10.7	9.5	11.0
Plant operations	11.5	11.5	10.9	10.4	9.7	11.3	9.6
Food service	6.4	6.1	6.1	5.9	6.3	4.7	3.9
Transportation	2.5	2.5	2.8	2.8	2.6	4.3	4.1
Student support	5.4	4.1	3.6	3.6	5.5	7.3	5.2
Instruction support	4.8	6.5	7.8	7.4	6.6	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.8	15.2	17.2	17.4
Average teacher salary	$42,397	$43,451	$46,597	$43,833
Average years' experience	8.1	7.4	7.6	8.1

Classroom dollar ranking: 59 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $5,017 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- At least 5 percent of students who previously scored below the 50th-percentile on standardized tests reached the 50th-percentile.
- 75 percent of special education students mastered their Individual Education Plan goals.
- 75 percent of kindergarten through 3rd-grade students showed growth in reading skills.
- Eligible employees participated in 8 hours of professional development activities focused on reading, developed and implemented family workshops/events to establish home reading programs, and participated in tutoring activities.

Menu

- Monies were used to pay for 8 teachers to help reduce class sizes. As a result, 8 classrooms' sizes were reduced from 26 to 24 students.
- Monies were also used to increase eligible employee compensation.

Round Valley Unified School District

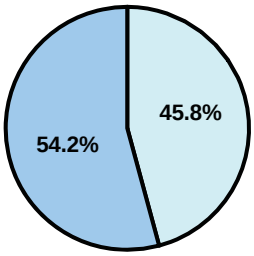
Apache County

District size: Medium
Students attending: 1,412
Number of schools: 4
Number of certified teachers: 83

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

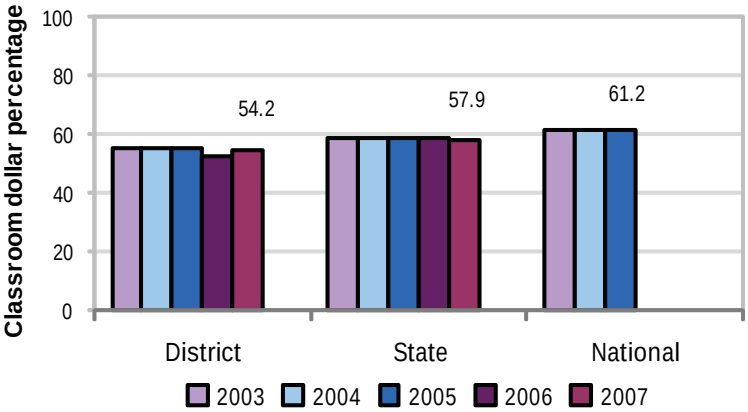


Classroom
$4,735
$4,277

Nonclassroom
$3,998
$3,105

Total
$8,733
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.4	55.0	55.1	52.5	54.2	57.9	61.2
Nonclassroom dollars:							
Administration	10.8	8.7	9.5	10.2	8.8	9.5	11.0
Plant operations	17.4	17.6	16.6	17.9	17.4	11.3	9.6
Food service	3.6	3.8	4.2	3.9	3.5	4.7	3.9
Transportation	4.4	4.6	4.8	5.7	5.2	4.3	4.1
Student support	6.0	8.2	8.2	7.9	7.2	7.3	5.2
Instruction support	2.4	2.1	1.6	1.9	3.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.0	18.5	17.0	17.4
Average teacher salary	$38,018	$39,219	$42,603	$43,833
Average years' experience	10.4	10.7	10.7	8.1

Classroom dollar ranking: 131 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and counselor earned between $6,538 and $6,600 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement in reading, writing, and math was measured by standardized tests.
- The District met state standards for dropout and graduation rates, and its absence rate was below 6 percent.
- Teachers attended professional development trainings, aligned curriculum with state standards, were involved in before- and after-school activities, increased communication with parents, and received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Sacaton Elementary School District

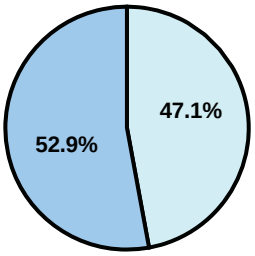
Pinal County

District size:	Small
Students attending:	416
Number of schools:	2
Number of certified teachers:	40

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$8,993
$4,277

Nonclassroom
$8,012
$3,105

Total
$17,005
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.5	46.7	53.7	50.4	52.9	57.9	61.2
Nonclassroom dollars:							
Administration	13.2	13.7	12.5	16.7	14.7	9.5	11.0
Plant operations	10.6	13.0	10.6	11.6	11.0	11.3	9.6
Food service	3.4	4.1	3.9	3.5	3.8	4.7	3.9
Transportation	4.8	6.1	5.9	5.8	5.9	4.3	4.1
Student support	17.2	14.4	9.9	9.1	7.9	7.3	5.2
Instruction support	2.3	2.0	3.4	2.9	3.8	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.5	13.0	10.4	17.4
Average teacher salary	$39,808	$42,152	$50,690	$43,833
Average years' experience	9.0	9.0	8.1	8.1

Classroom dollar ranking: 154 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,111 in salary, and each librarian and counselor earned an additional $2,615.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Teachers received acceptable performance evaluations, participated in at least 2 committees, and set goals for personal improvement in the classroom.
- Each school developed and implemented a program to increase student attendance.
- The goal not met required an increase in the overall percentage of students that met or exceeded math standards.

Menu

- Monies were used for certified substitute teacher salaries and benefits and for perfect attendance incentives.

Saddle Mountain Unified School District

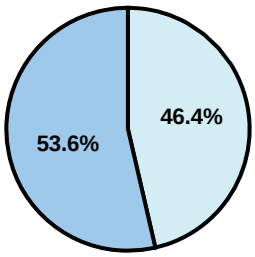
Maricopa County

District size: Medium
Students attending: 1,147
Number of schools: 2
Number of certified teachers: 79

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

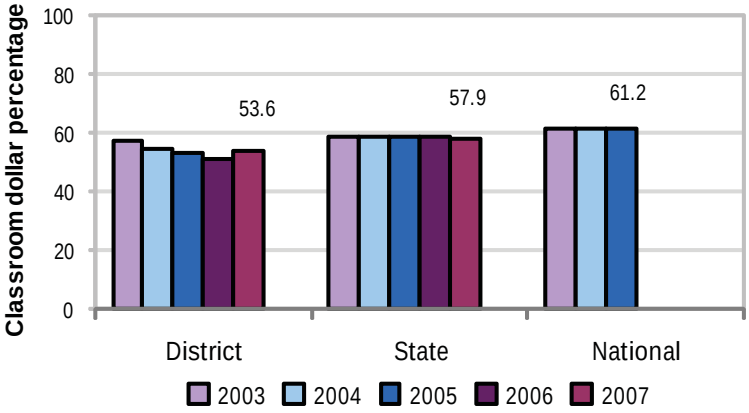


Classroom
$4,177
$4,277

Nonclassroom
$3,622
$3,105

Total
$7,799
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.1	54.4	53.1	51.2	53.6	57.9	61.2
Nonclassroom dollars:							
Administration	9.8	12.0	10.8	10.2	10.0	9.5	11.0
Plant operations	15.4	14.6	12.1	14.9	13.5	11.3	9.6
Food service	5.5	5.5	3.5	4.4	5.1	4.7	3.9
Transportation	8.3	8.7	8.4	7.8	7.5	4.3	4.1
Student support	0.3	0.3	10.3	7.6	7.4	7.3	5.2
Instruction support	3.5	4.5	1.7	3.9	2.9	4.8	4.8
Other	0.1		0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.3	17.1	14.5	17.4
Average teacher salary	$37,631	$42,531	$38,876	$43,833
Average years' experience	8.2	7.8	8.4	8.1

Classroom dollar ranking: 139 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned $4,894 in additional salary, each librarian and counselor earned an additional $6,206, and each instructional aide earned an additional $1,475.

Performance

- The District accomplished its goals, which were based on school performance.
- 90 percent of high school students and 80 percent of elementary students demonstrated improved writing skills.
- The high school had a dropout rate of less than 6 percent.
- Staff participated in school in-service trainings.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for AIMS intervention and professional development activities.

Safford Unified School District

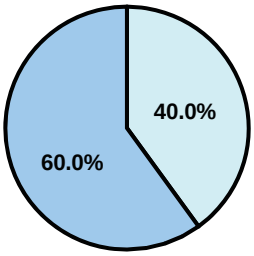
Graham County

District size:	Medium
Students attending:	2,769
Number of schools:	6
Number of certified teachers:	147

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

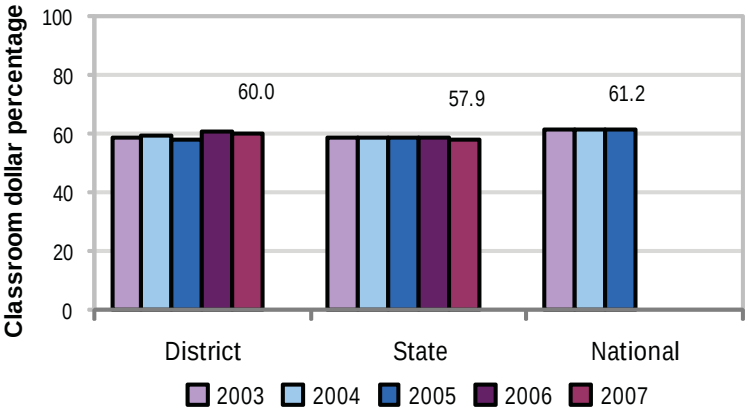


Classroom
$3,889
$4,277

Nonclassroom
$2,592
$3,105

Total
$6,481
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.7	59.1	58.1	60.4	60.0	57.9	61.2
Nonclassroom dollars:							
Administration	10.7	10.0	11.3	10.9	11.7	9.5	11.0
Plant operations	9.5	9.4	9.6	8.9	8.9	11.3	9.6
Food service	4.6	4.7	4.5	5.0	5.2	4.7	3.9
Transportation	3.0	3.4	3.3	3.2	3.5	4.3	4.1
Student support	6.9	6.4	6.9	5.6	6.0	7.3	5.2
Instruction support	6.6	7.0	6.3	6.0	4.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.6	18.1	18.8	17.4
Average teacher salary	$38,663	$40,001	$43,831	$43,833
Average years' experience	9.6	9.7	9.5	8.1

Classroom dollar ranking: 40 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned $6,525 in additional salary, and each counselor earned an additional $5,055.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers developed individual goals for student academic achievement. Student achievement was measured by test scores, assessments, and projects.

Menu

- Monies were used to compensate teachers for completing 15 hours of professional development training.

Sahuarita Unified School District

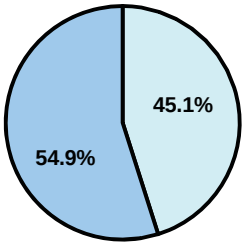
Pima County

District size:	Medium
Students attending:	3,885
Number of schools:	5
Number of certified teachers:	216

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

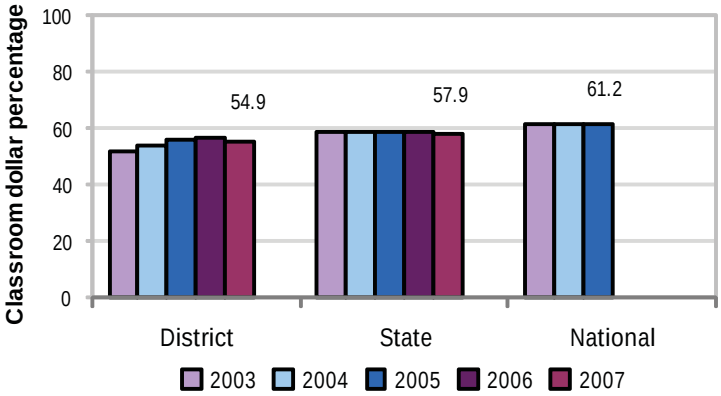


Classroom
$3,462
$4,277

Nonclassroom
$2,844
$3,105

Total
$6,306
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	51.4	54.0	55.8	56.7	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	8.9	9.6	9.5	10.5	10.9	9.5	11.0
Plant operations	17.6	14.7	12.1	12.0	14.1	11.3	9.6
Food service	4.6	4.9	6.1	5.9	5.4	4.7	3.9
Transportation	8.7	8.6	7.5	7.0	5.2	4.3	4.1
Student support	6.2	5.6	6.6	6.3	6.8	7.3	5.2
Instruction support	2.6	2.6	2.4	1.6	2.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	19.6	18.0	17.4
Average teacher salary	$38,420	$36,574	$42,744	$43,833
Average years' experience	8.0	7.8	7.4	8.1

Classroom dollar ranking: 121 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned between $3,749 and $4,043 in additional salary, and the librarian earned an additional $8,419.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement was measured by district assessments.
- Teachers met professional growth targets and additional responsibility goals and had satisfactory evaluations.
- Student attendance improved over the previous year.

Menu

- Monies were used solely to increase eligible employee compensation.

Salome Consolidated Elementary School District

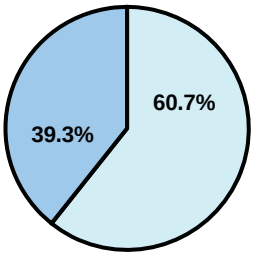
LaPaz County

District size: Very Small
Students attending: 101
Number of schools: 1
Number of certified teachers: 8

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

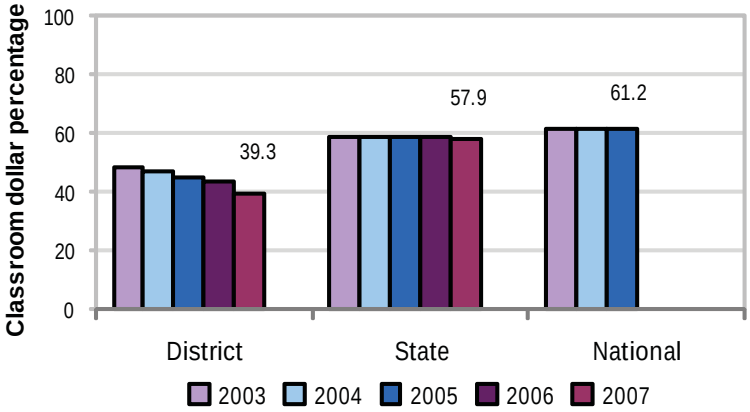


Classroom
$5,165
$4,277

Nonclassroom
$7,988
$3,105

Total
$13,153
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.4	46.9	44.5	43.4	39.3	57.9	61.2
Nonclassroom dollars:							
Administration	17.5	14.3	13.8	17.2	17.6	9.5	11.0
Plant operations	14.1	18.9	17.5	16.8	18.6	11.3	9.6
Food service	13.3	8.8	9.1	9.1	9.4	4.7	3.9
Transportation	4.6	3.6	4.2	4.1	4.6	4.3	4.1
Student support	2.1	7.3	8.8	9.4	10.5	7.3	5.2
Instruction support		0.1				4.8	4.8
Other		0.1	2.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.0	9.5	12.7	17.4
Average teacher salary	$33,097	$34,662	$36,947	$43,833
Average years' experience	4.1	4.7	6.3	8.1

Classroom dollar ranking: 217 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,777 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- 4 teachers tutored 16 students to help improve student achievement. The District reported notable improvement in the students' basic understanding of the concepts on which they were tutored.
- 1 experienced teacher acted as a mentor to new teachers.

Menu

- Monies were used solely to increase teacher compensation.

San Carlos Unified School District

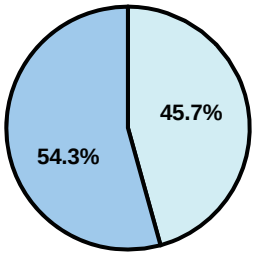
Gila County

District size: Medium
Students attending: 1,156
Number of schools: 4
Number of certified teachers: 100

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$6,717
$4,277

Nonclassroom
$5,647
$3,105

Total
$12,364
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.1	52.9	52.5	50.5	54.3	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	11.5	10.9	10.7	9.6	9.5	11.0
Plant operations	13.8	13.2	12.7	13.0	12.5	11.3	9.6
Food service	4.4	4.5	5.5	4.9	4.5	4.7	3.9
Transportation	5.2	5.4	5.4	5.8	5.2	4.3	4.1
Student support	8.6	9.4	10.5	10.6	10.1	7.3	5.2
Instruction support	2.9	3.1	2.5	4.5	3.8	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.4	12.4	11.6	17.4
Average teacher salary	$38,373	$38,772	$40,037	$43,833
Average years' experience	8.5	8.7	9.5	8.1

Classroom dollar ranking: 129 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $6,094 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Eligible employees participated in professional development activities, received acceptable performance evaluations, tutored students, served on committees, and mentored new teachers.
- The other goal was linked to results of a parent satisfaction survey and parent contacts.

Menu

- Monies were primarily used to increase eligible employee compensation.

San Fernando Elementary School District

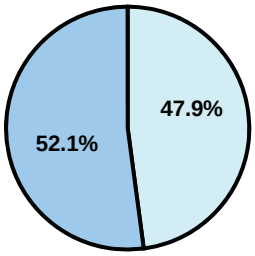
Pima County

District size:	Very Small
Students attending:	17
Number of schools:	1
Number of certified teachers:	1

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

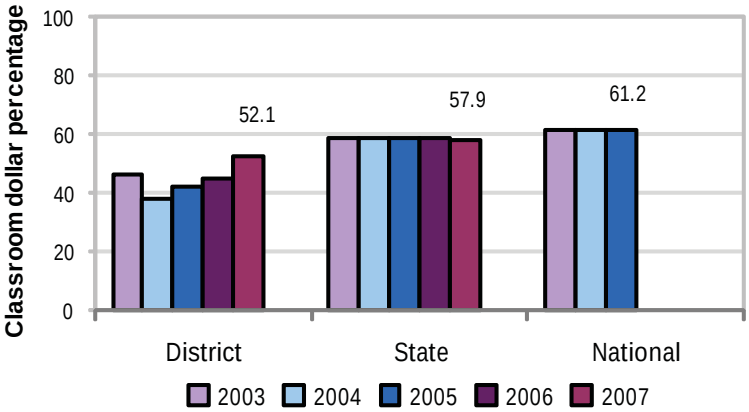


Classroom
$6,522
$4,277

Nonclassroom
$6,003
$3,105

Total
$12,525
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	46.4	38.2	41.8	45.0	52.1	57.9	61.2
Nonclassroom dollars:							
Administration	12.1	13.1	13.9	17.0	19.5	9.5	11.0
Plant operations	10.9	15.1	14.2	9.7	15.2	11.3	9.6
Food service						4.7	3.9
Transportation	20.5	23.3	22.9	25.7	11.2	4.3	4.1
Student support	5.6	5.2	4.1	1.2	0.5	7.3	5.2
Instruction support	4.5	5.1	3.1	1.4	1.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.2	7.5	17.0	17.4
Average teacher salary	$34,656	$34,149	n/a	$43,833
Average years' experience	4.0	5.0	6.0	8.1

Classroom dollar ranking: 160 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,739 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Kindergarten through 8th-grade social studies curricula were aligned to state standards.
- Student attendance improved over last year.
- Teachers participated in professional development activities and completed one course in a master's program.
- Teachers participated in leadership activities, such as involving middle school students in a community project and providing after-school tutoring.

Menu

- Monies were used solely to increase teacher compensation.

San Simon Unified School District

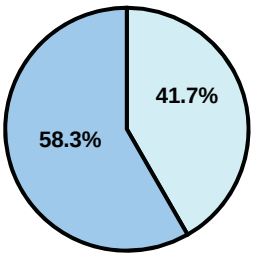
Cochise County

District size: Very Small
Students attending: 122
Number of schools: 1
Number of certified teachers: 14

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

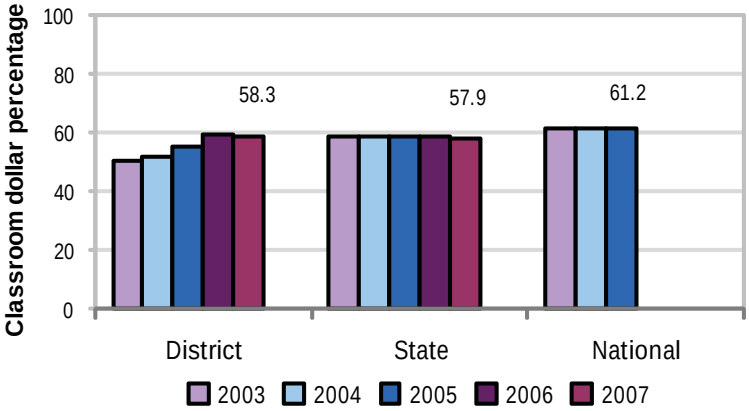


Classroom
$7,905
$4,277

Nonclassroom
$5,642
$3,105

Total
$13,547
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	50.3	51.4	55.0	59.3	58.3	57.9	61.2
Nonclassroom dollars:							
Administration	12.8	19.8	7.9	11.2	15.7	9.5	11.0
Plant operations	11.9	12.7	12.8	13.5	13.0	11.3	9.6
Food service	4.8	5.8	5.3	5.9	4.9	4.7	3.9
Transportation	4.2	5.4	6.3	6.0	5.7	4.3	4.1
Student support	6.4	3.9	2.1	2.9	2.0	7.3	5.2
Instruction support	9.6	1.0	10.6	1.1	0.4	4.8	4.8
Other				0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	7.0	8.1	8.6	17.4
Average teacher salary	$36,460	$42,746	$46,719	$43,833
Average years' experience	10.7	11.5	11.5	8.1

Classroom dollar ranking: 62 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,137 in salary, and each instructional aide earned an additional $500.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- The District met Adequate Yearly Progress objectives.
- Teachers participated in professional development activities.

Menu

- Monies were used solely to increase teacher compensation.

Sanders Unified School District

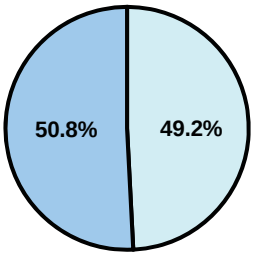
Apache County County

District size: Medium
Students attending: 1,038
Number of schools: 3
Number of certified teachers: 64

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$5,221
$4,277

Nonclassroom
$5,046
$3,105

Total
$10,267
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	48.8	52.0	49.0	47.8	50.8	57.9	61.2
Nonclassroom dollars:							
Administration	12.7	10.4	10.3	11.4	12.0	9.5	11.0
Plant operations	14.0	14.1	14.1	16.6	15.2	11.3	9.6
Food service	5.2	5.0	5.5	5.0	5.0	4.7	3.9
Transportation	7.2	6.8	7.4	7.2	7.6	4.3	4.1
Student support	5.6	7.1	7.4	5.9	4.0	7.3	5.2
Instruction support	6.0	4.6	4.9	5.8	5.2	4.8	4.8
Other	0.5		1.4	0.3	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.3	17.5	16.2	17.4
Average teacher salary	$32,600	$34,357	$34,357	$43,833
Average years' experience	7.3	8.5	8.9	8.1

Classroom dollar ranking: 169 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $3,622 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- 85 percent of students met achievement gains on standardized tests.
- 90 percent of teaching staff attended district in-service trainings on math or reading.
- 90 percent of participating teachers completed second drafts of subject-area curriculum maps.

Menu

- Monies were used solely to increase eligible employee compensation, which the District indicates may be partially responsible for a 30 percent reduction in teacher turnover.

Santa Cruz County Regional School District

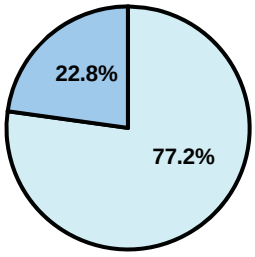
Santa Cruz County

District size: Very Small
Students attending: 32
Number of schools: 1
Number of certified teachers: 3

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

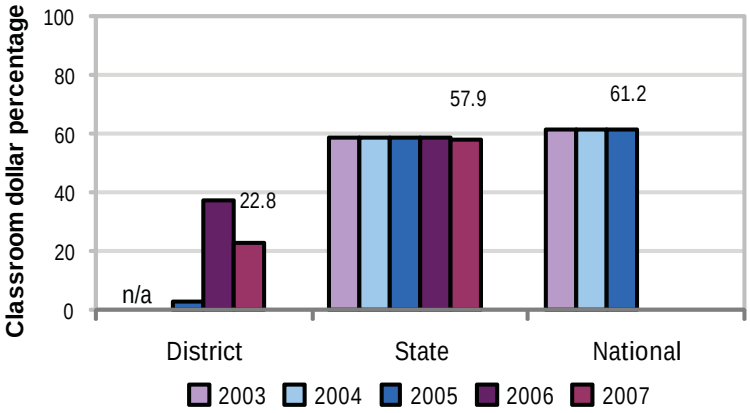


Classroom
$12,953
$4,277

Nonclassroom
$43,916
$3,105

Total
$56,869
$7,382

5-year comparison



Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	6.0	18.5	10.8	17.4
Average teacher salary	$36,000	$29,552	$35,359	$43,833
Average years' experience	n/a	7.5	9.0	8.1

Classroom dollar ranking: 221 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $924 in salary.

Performance

- No fiscal year 2007 performance pay was awarded because the District did not establish any performance goals.

Menu

- Monies were used solely to pay part of a new teacher's salary in order to reduce class size.

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	n/a	n/a	2.7	36.9	22.8	57.9	61.2
Nonclassroom dollars:	n/a	n/a					
Administration			28.5	35.2	53.8	9.5	11.0
Plant operations			54.0	2.5	3.0	11.3	9.6
Food service				0.7	0.5	4.7	3.9
Transportation				0.3		4.3	4.1
Student support				17.9	18.9	7.3	5.2
Instruction support			14.8	6.1	0.9	4.8	4.8
Other				0.4	0.1	0.2	0.2

Santa Cruz Elementary School District

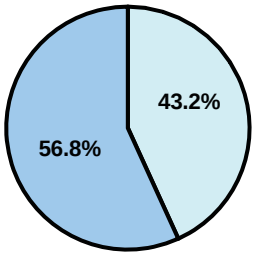
Santa Cruz County

District size:	Very Small
Students attending:	165
Number of schools:	1
Number of certified teachers:	11

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

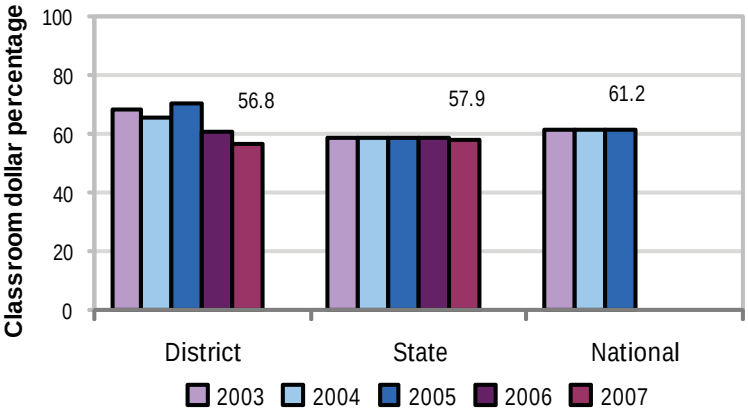


Classroom
$4,913
$4,277

Nonclassroom
$3,733
$3,105

Total
$8,646
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	68.6	65.7	70.4	60.9	56.8	57.9	61.2
Nonclassroom dollars:							
Administration	14.6	16.1	15.5	18.4	15.5	9.5	11.0
Plant operations	10.2	10.6	10.3	10.9	10.3	11.3	9.6
Food service	0.2		0.1		5.2	4.7	3.9
Transportation	6.2	6.4	2.7	9.0	10.4	4.3	4.1
Student support	0.1	0.1				7.3	5.2
Instruction support		1.0	1.0	0.8	1.8	4.8	4.8
Other	0.1	0.1				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.9	12.7	14.7	17.4
Average teacher salary	$37,289	$39,179	$42,296	$43,833
Average years' experience	9.9	10.6	10.7	8.1

Classroom dollar ranking: 82 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,231 in salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- The District earned a "Highly Performing" label from ADE for AZ LEARNS.
- Teachers worked on improving instruction and after-school opportunities to improve student achievement.

Menu

- Monies continue to be used to employ a certified language arts teacher to reduce language arts class sizes by 30 percent in grades 6 through 8.

Santa Cruz Valley Unified School District

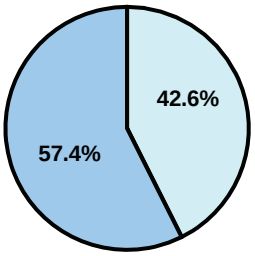
Santa Cruz County

District size:	Medium
Students attending:	3,477
Number of schools:	5
Number of certified teachers:	180

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

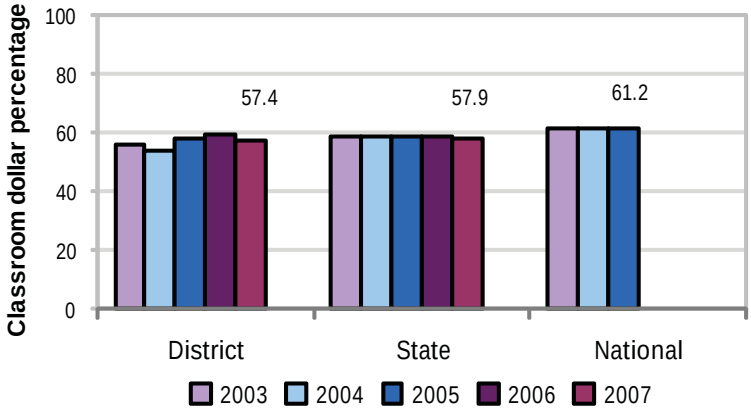


Classroom
$3,626
$4,277

Nonclassroom
$2,689
$3,105

Total
$6,315
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.6	53.8	58.2	59.0	57.4	57.9	61.2
Nonclassroom dollars:							
Administration	10.9	10.8	9.8	9.9	10.0	9.5	11.0
Plant operations	11.7	10.6	8.2	8.7	9.2	11.3	9.6
Food service	6.9	6.9	6.8	6.0	6.2	4.7	3.9
Transportation	6.8	6.8	6.4	6.3	7.3	4.3	4.1
Student support	4.6	6.1	5.6	5.9	6.5	7.3	5.2
Instruction support	3.5	4.9	4.9	4.2	3.4	4.8	4.8
Other		0.1	0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	19.0	19.3	17.4
Average teacher salary	$39,026	$40,705	$35,634	$43,833
Average years' experience	7.9	8.2	8.6	8.1

Classroom dollar ranking: 69 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned $4,876 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- To increase student achievement, teachers implemented the skills and knowledge gained through two district-sponsored professional development activities.

Menu

- Monies were primarily used to increase eligible employee compensation.
- An additional 5th-grade teacher was hired to help reduce class sizes from 31 to 25 students, and an additional 7th-grade teacher helped reduce class sizes from 32 to 29 students.
- Monies were also used for professional development activities to implement a mentoring program for new teachers.
- Mentors met at least weekly with 39 new teachers.

Santa Cruz Valley Union High School District

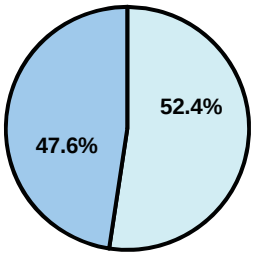
Pinal County

District size:	Small
Students attending:	496
Number of schools:	1
Number of certified teachers:	27

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

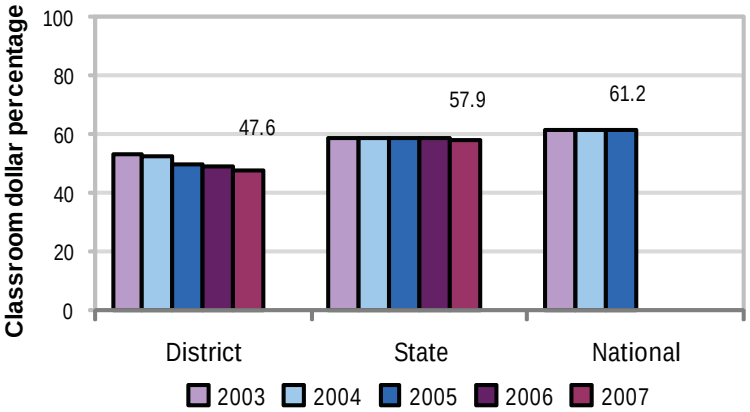


Classroom
$4,804
$4,277

Nonclassroom
$5,290
$3,105

Total
$10,094
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.8	52.2	49.6	49.0	47.6	57.9	61.2
Nonclassroom dollars:							
Administration	11.7	12.9	14.9	13.7	16.1	9.5	11.0
Plant operations	15.3	14.5	15.6	16.3	17.8	11.3	9.6
Food service	3.5	3.3	3.6	3.8	3.7	4.7	3.9
Transportation	4.5	4.5	5.5	4.6	3.8	4.3	4.1
Student support	7.9	8.4	7.9	8.4	7.3	7.3	5.2
Instruction support	4.3	3.5	2.0	3.4	2.9	4.8	4.8
Other		0.7	0.9	0.8	0.8	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.7	20.7	18.5	17.4
Average teacher salary	$40,952	$39,455	$48,833	$43,833
Average years' experience	7.3	7.2	8.1	8.1

Classroom dollar ranking: 192 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned an additional $6,119 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' standardized test scores had to improve from the prior year.
- Teachers could take up to 2 sick or personal days without penalty.
- Students met the attendance goal.

Menu

- Monies were used solely to increase eligible employee compensation.

Scottsdale Unified School District

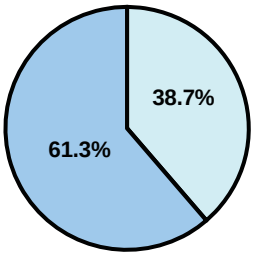
Maricopa County

District size: Very Large
Students attending: 25,333
Number of schools: 34
Number of certified teachers: 1,566

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

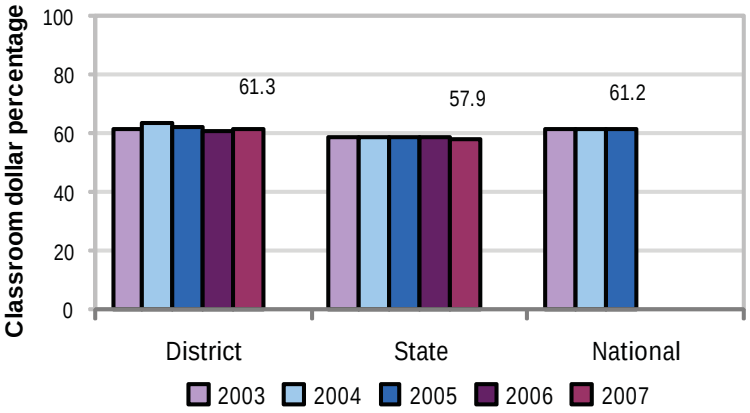


Classroom
$4,749
$4,277

Nonclassroom
$3,003
$3,105

Total
$7,752
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.5	63.7	62.3	60.5	61.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.6	8.4	8.6	9.2	10.0	9.5	11.0
Plant operations	11.5	8.6	9.1	9.9	8.3	11.3	9.6
Food service	3.4	3.8	3.9	3.9	3.8	4.7	3.9
Transportation	3.5	3.8	3.9	4.1	4.2	4.3	4.1
Student support	7.0	7.2	7.3	7.1	6.9	7.3	5.2
Instruction support	4.4	4.4	4.7	5.1	5.3	4.8	4.8
Other	0.1	0.1	0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.9	17.8	16.2	17.4
Average teacher salary	$41,308	$42,076	$42,403	$43,833
Average years' experience	9.0	9.0	8.7	8.1

Classroom dollar ranking: 26 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and teacher on assignment earned between $6,197 and $7,126 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Student achievement goals were based on AIMS test scores.
- Other goals related to staff development, parent/student satisfaction, and use of technology.

Menu

- Monies were used solely to increase eligible employee compensation.

Sedona-Oak Creek Joint Unified School District

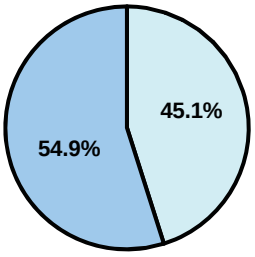
Yavapai County

District size: Medium
Students attending: 1,448
Number of schools: 3
Number of certified teachers: 90

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

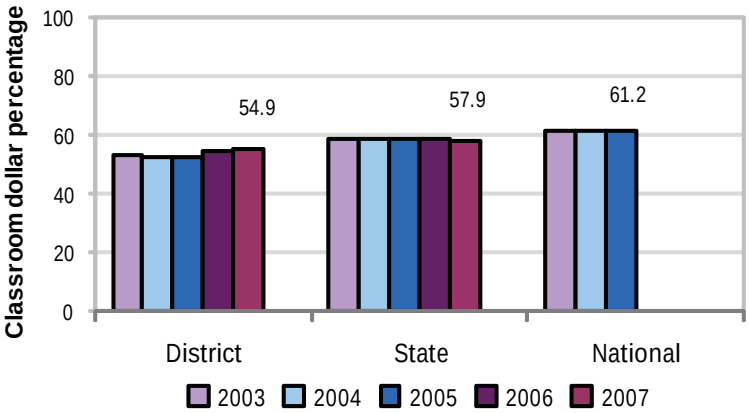


Classroom
$4,209
$4,277

Nonclassroom
$3,463
$3,105

Total
$7,672
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.4	52.3	52.7	54.6	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.2	11.0	11.0	11.5	11.7	9.5	11.0
Plant operations	14.9	15.6	15.0	14.3	14.0	11.3	9.6
Food service	4.9	4.9	5.2	4.6	3.6	4.7	3.9
Transportation	5.2	5.2	5.1	4.8	5.0	4.3	4.1
Student support	6.0	6.6	6.8	6.6	6.3	7.3	5.2
Instruction support	4.4	4.4	4.2	3.6	4.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.9	16.5	16.1	17.4
Average teacher salary	$40,223	$41,405	$44,817	$43,833
Average years' experience	9.0	8.8	9.2	8.1

Classroom dollar ranking: 122 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $3,930 and $4,139 in additional salary, and instructional aides each earned an additional $766.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- All goals were linked to student achievement and were based on AIMS test results, participation in accelerated reading and math programs, mastery of standards, and high school senior exhibitions.

Menu

- Monies were used solely to increase eligible employee compensation, including paying for increased benefit costs.

Seligman Unified School District

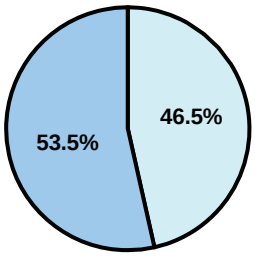
Yavapai County

District size: Very Small
Students attending: 146
Number of schools: 2
Number of certified teachers: 16

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$8,553
$4,277

Nonclassroom
$7,443
$3,105

Total
$15,996
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.3	53.6	53.9	51.8	53.5	57.9	61.2
Nonclassroom dollars:							
Administration	14.3	10.7	11.1	12.2	11.6	9.5	11.0
Plant operations	15.1	17.4	16.8	18.2	17.4	11.3	9.6
Food service	2.9	3.5	3.4	2.7	3.0	4.7	3.9
Transportation	6.0	7.4	8.8	8.7	7.0	4.3	4.1
Student support	2.3	6.0	4.1	5.0	4.8	7.3	5.2
Instruction support	1.1	1.4	1.9	1.4	2.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	8.7	9.5	9.0	17.4
Average teacher salary	$36,774	$38,202	$40,586	$43,833
Average years' experience	8.9	8.3	8.2	8.1

Classroom dollar ranking: 144 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,808 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The District's schools met Adequate Yearly Progress objectives and received AZ LEARNS labels of "Performing."
- Parents and students responding to a survey gave the District at least a 50 percent satisfaction rating.
- Teachers received satisfactory performance evaluations.
- Curriculum mapping was demonstrated through weekly lesson plans.

Menu

- Monies were used to compensate teachers for working additional hours outside of the regular school day. Teachers earned monies for participating in activities such as family nights, athletic events, committees, in-service trainings, and AIMS intervention activities.

Sentinel Elementary School District

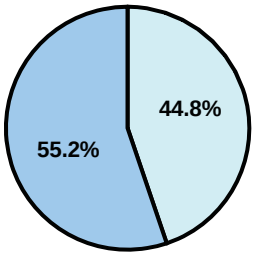
Maricopa County

District size: Very Small
Students attending: 34
Number of schools: 1
Number of certified teachers: 4

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$11,936
$4,277

Nonclassroom
$9,693
$3,105

Total
$21,629
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	42.6	45.7	42.7	47.8	55.2	57.9	61.2
Nonclassroom dollars:							
Administration	12.5	12.5	13.3	9.7	7.9	9.5	11.0
Plant operations	21.9	22.5	18.9	20.4	16.0	11.3	9.6
Food service	8.9	8.5	9.9	10.0	6.5	4.7	3.9
Transportation	13.1	10.1	12.1	11.3	13.5	4.3	4.1
Student support	0.6	0.1	0.9	0.2	0.4	7.3	5.2
Instruction support	0.4	0.6	2.2	0.6	0.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	8.4	10.0	8.2	17.4
Average teacher salary	$38,903	$35,314	$51,615	$43,833
Average years' experience	10.8	12.2	11.5	8.1

Classroom dollar ranking: 113 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,219 in salary, and each instructional aide received an additional $1,346, which includes base and performance pay for fiscal year 2006.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students scored 70 percent or above on standardized tests.
- Students demonstrated Adequate Yearly Progress.

Menu

- Teachers were compensated for participating in professional development activities and AIMS intervention activities, including tutoring.

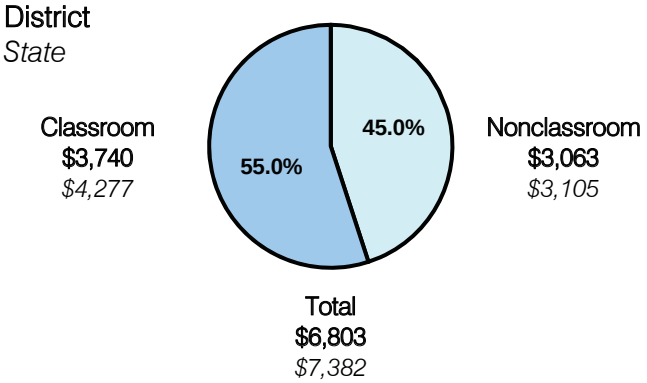
Show Low Unified School District

Navajo County

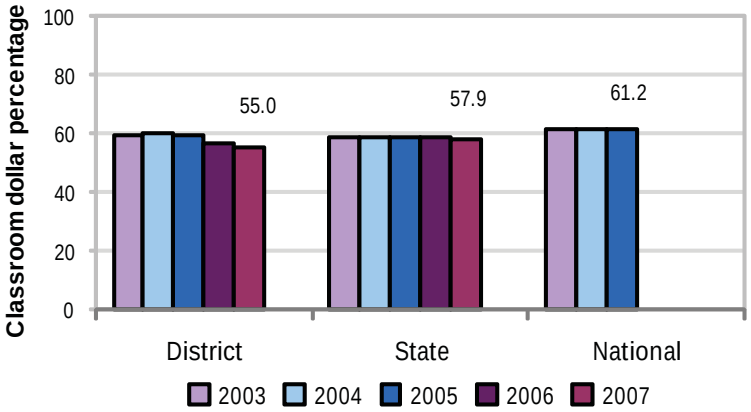
District size:	Medium
Students attending:	2,346
Number of schools:	7
Number of certified teachers:	136

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.4	60.3	59.1	56.7	55.0	57.9	61.2
Nonclassroom dollars:							
Administration	9.5	9.5	10.3	9.3	10.0	9.5	11.0
Plant operations	13.2	12.0	11.6	13.1	12.9	11.3	9.6
Food service	3.9	4.3	4.8	4.8	4.7	4.7	3.9
Transportation	4.1	4.7	4.8	5.6	4.8	4.3	4.1
Student support	6.1	4.8	5.0	5.6	7.3	7.3	5.2
Instruction support	3.8	4.4	4.4	4.9	5.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.9	17.9	17.3	17.4
Average teacher salary	$37,342	$37,782	$37,743	$43,833
Average years' experience	10.5	10.1	9.8	8.1

Classroom dollar ranking: 117 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $4,834 and $5,450 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Students met achievement goals for district and State assessment scores.
- All teachers completed a professional development plan, and 90 percent of teachers made at least 12 positive phone calls to parents each month.
- The District implemented a state-approved preschool curriculum.

Menu

- Monies were used primarily to increase eligible employee compensation.
- For AIMS intervention, a reading specialist was hired to help increase student achievement.
- Teachers were compensated for attending voluntary in-service training.

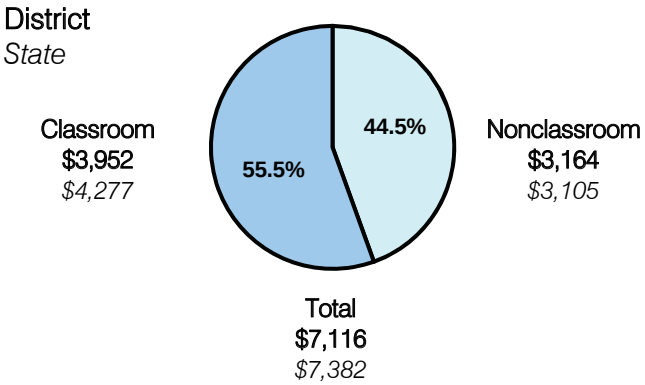
Sierra Vista Unified School District

Cochise County

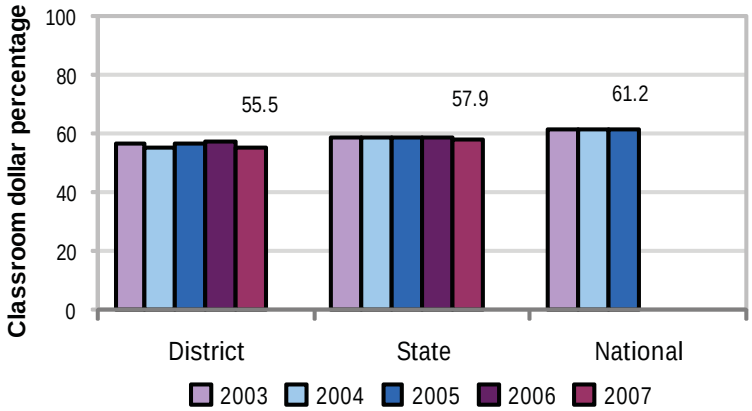
District size:	Large
Students attending:	6,611
Number of schools:	9
Number of certified teachers:	386

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.4	55.4	56.8	56.9	55.5	57.9	61.2
Nonclassroom dollars:							
Administration	11.1	11.1	10.5	10.3	10.8	9.5	11.0
Plant operations	14.1	14.4	12.8	12.7	13.5	11.3	9.6
Food service	5.0	5.1	4.8	4.6	4.2	4.7	3.9
Transportation	4.2	4.3	4.0	4.2	4.4	4.3	4.1
Student support	5.6	5.7	6.6	6.6	6.8	7.3	5.2
Instruction support	3.6	4.0	4.4	4.6	4.7	4.8	4.8
Other			0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.7	18.0	17.1	17.4
Average teacher salary	$38,136	$38,641	$41,633	$43,833
Average years' experience	8.5	9.4	9.5	8.1

Classroom dollar ranking: 105 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,630 in salary, and each librarian, counselor, behavioral specialist, mentor coordinator, and teacher on assignment earned between $1,616 and $6,286 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Students had to improve achievement in math, reading, and writing as evidenced by pre- and post-test scores and AIMS test scores.
- Schools required various activities to assist students in increasing their skills, such as set reading periods, daily writing activities, Basic Math Facts packets, and before- and after-school tutoring.
- Teachers attended professional development activities for helping students improve math, reading, and writing skills.
- 58 teachers participated in the District's mentoring program.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for AIMS intervention, dropout prevention, and professional development activities.

Skull Valley Elementary School District

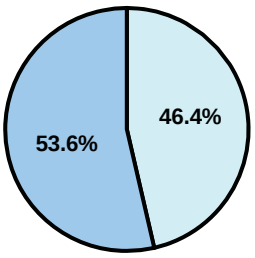
Yavapai County

District size:	Very Small
Students attending:	26
Number of schools:	1
Number of certified teachers:	2

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$8,190
$4,277

Nonclassroom
$7,080
$3,105

Total
$15,270
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.0	56.4	49.6	54.6	53.6	57.9	61.2
Nonclassroom dollars:							
Administration	10.6	8.9	12.5	10.0	12.3	9.5	11.0
Plant operations	14.3	13.1	14.5	12.6	13.6	11.3	9.6
Food service	12.0	12.2	12.7	12.2	11.0	4.7	3.9
Transportation	9.8	9.4	10.2	8.9	7.4	4.3	4.1
Student support	0.8		0.5	1.3	1.7	7.3	5.2
Instruction support	0.5			0.4	0.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.8	14.0	13.0	17.4
Average teacher salary	$37,605	$32,126	$33,072	$43,833
Average years' experience	9.0	6.0	8.0	8.1

Classroom dollar ranking: 137 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,488 in salary, and instructional aides earned an additional $2,042.

Performance

- The District accomplished all of its goals, which were based on district-level performance.
- The District's school earned a "Performing Plus" label from ADE for AZ LEARNS and demonstrated Adequate Yearly Progress.
- Students demonstrated growth in 4 state standards areas.
- Teachers maintained favorable performance evaluations, surveyed parents, students, and community members in order to understand the needs of the community, and implemented the Six-Trait writing method in classroom instruction.

Menu

- Teachers earned additional compensation by participating in at least 16 hours of professional development.
- Instructional aides earned additional compensation by planning and implementing a student garden club.

Snowflake Unified School District

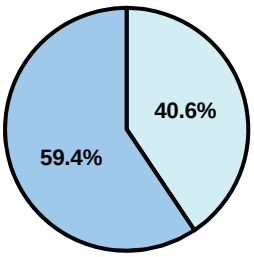
Navajo County

District size:	Medium
Students attending:	2,301
Number of schools:	6
Number of certified teachers:	132

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

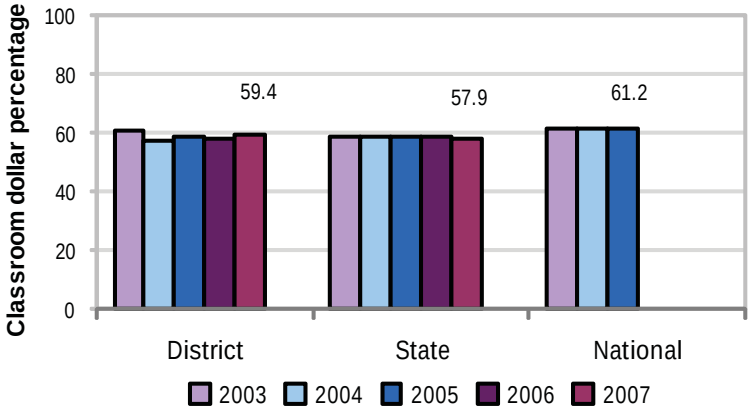


Classroom
$4,099
$4,277

Nonclassroom
$2,802
$3,105

Total
$6,901
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.7	57.3	58.4	58.0	59.4	57.9	61.2
Nonclassroom dollars:							
Administration	8.0	8.5	8.1	8.1	7.6	9.5	11.0
Plant operations	12.2	13.2	12.9	13.7	13.5	11.3	9.6
Food service	4.0	4.1	4.0	4.0	4.1	4.7	3.9
Transportation	6.3	6.5	6.1	5.8	5.6	4.3	4.1
Student support	6.5	8.4	8.7	8.9	8.2	7.3	5.2
Instruction support	2.3	1.9	1.8	1.5	1.6	4.8	4.8
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.1	18.5	17.5	17.4
Average teacher salary	$36,244	$39,182	$40,445	$43,833
Average years' experience	9.7	9.5	9.6	8.1

Classroom dollar ranking: 48 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $5,203 and $6,095 in additional salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Goals were linked to student achievement, with each teacher selecting specific classroom goals based on analysis of student data and test scores. At least 70 percent of students had to meet the goals for the teachers to receive performance pay. Of the 262 goals set, 248 were accomplished.

Menu

- Monies were used solely to increase eligible employee compensation.

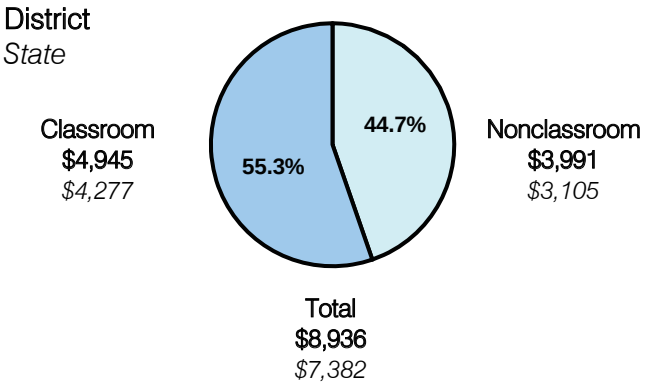
Solomon Elementary School District

Graham County

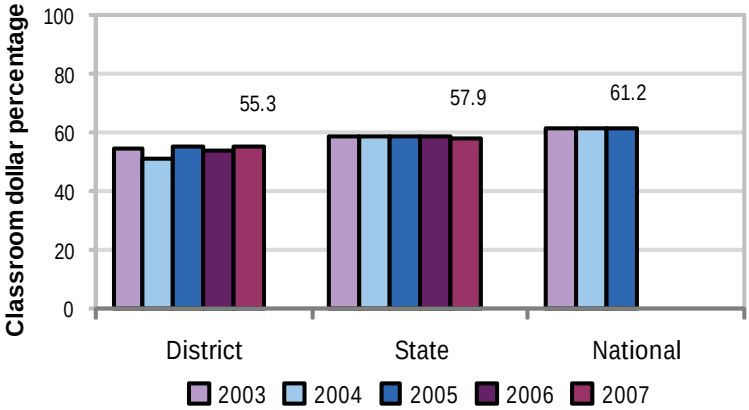
District size: Very Small
Students attending: 157
Number of schools: 1
Number of certified teachers: 12

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.5	50.9	55.1	54.1	55.3	57.9	61.2
Nonclassroom dollars:							
Administration	16.5	16.9	13.5	13.8	14.0	9.5	11.0
Plant operations	12.4	13.6	14.1	13.5	12.8	11.3	9.6
Food service	7.0	7.3	8.0	7.6	6.7	4.7	3.9
Transportation	5.8	5.5	5.5	5.2	4.4	4.3	4.1
Student support	3.6	4.5	2.9	4.5	5.2	7.3	5.2
Instruction support	0.2	1.3	0.9	1.3	1.5	4.8	4.8
Other					0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	16.7	14.9	13.3	17.4
Average teacher salary	$31,543	$35,859	$33,592	$43,833
Average years' experience	8.3	8.3	7.8	8.1

Classroom dollar ranking: 111 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,323 in salary, the nurse earned an additional $1,855, and each instructional aide earned an additional $100.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Students maintained or improved standardized test scores in reading, math, and language.
- At least two-thirds of parents participating in a satisfaction survey rated the District's school as satisfactory.

Menu

- Teachers were compensated for participating in after-school activities, such as computer lab, tutoring, and community programs.
- Teachers could also earn additional monies for participating in professional development activities to become highly qualified.

Somerton Elementary School District

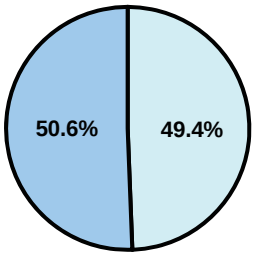
Yuma County

District size:	Medium
Students attending:	2,508
Number of schools:	5
Number of certified teachers:	124

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

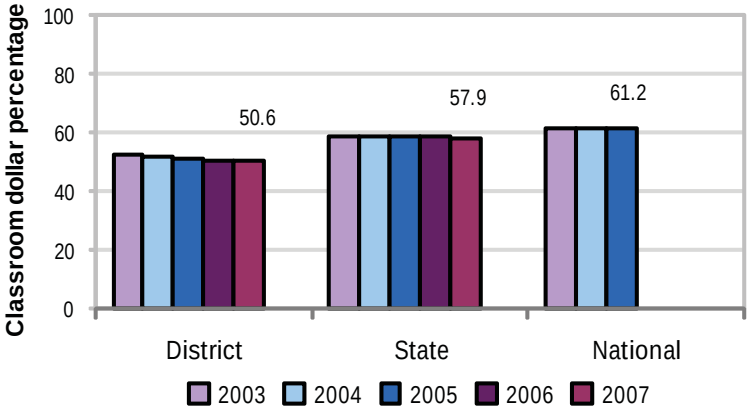


Classroom
$3,809
$4,277

Nonclassroom
$3,716
$3,105

Total
$7,525
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	52.1	51.7	50.7	50.5	50.6	57.9	61.2
Nonclassroom dollars:							
Administration	11.5	10.8	10.5	10.9	12.5	9.5	11.0
Plant operations	12.0	11.6	10.7	10.8	10.1	11.3	9.6
Food service	8.3	8.7	8.9	7.4	7.6	4.7	3.9
Transportation	3.4	3.3	3.2	2.8	3.0	4.3	4.1
Student support	6.9	6.3	8.2	7.2	7.5	7.3	5.2
Instruction support	5.8	7.6	7.8	10.4	8.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.1	19.3	20.2	17.4
Average teacher salary	$39,300	$35,853	$36,956	$43,833
Average years' experience	6.3	6.3	6.0	8.1

Classroom dollar ranking: 172 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $3,040 and $4,414 in additional salaries.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement goals were based on students' standardized test scores.
- Teachers had to implement instructional strategies and grade-level assessments, provide tutorials, and monitor students' progress.
- Student attendance was at least 94.1 percent at the district level.

Menu

- Monies were used solely to increase eligible employee compensation.

Sonoita Elementary School District

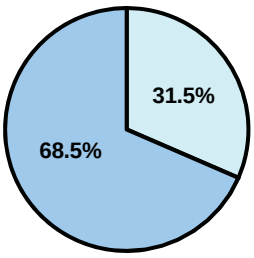
Santa Cruz County

District size: Very Small
Students attending: 131
Number of schools: 1
Number of certified teachers: 15

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

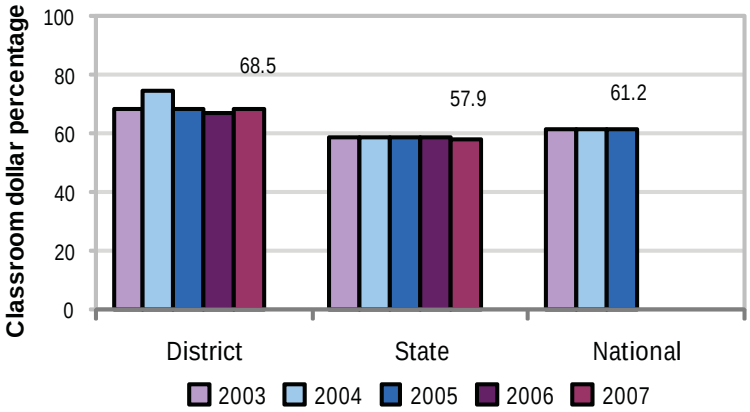


Classroom
$11,043
$4,277

Nonclassroom
$5,074
$3,105

Total
$16,117
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	68.3	74.2	68.1	66.7	68.5	57.9	61.2
Nonclassroom dollars:							
Administration	11.9	9.5	9.6	10.5	10.7	9.5	11.0
Plant operations	10.6	8.8	11.6	14.0	12.9	11.3	9.6
Food service					1.1	4.7	3.9
Transportation	6.5	5.8	7.5	7.4	4.1	4.3	4.1
Student support	1.9	1.5	2.9	1.1	2.5	7.3	5.2
Instruction support	0.8	0.2	0.3	0.3	0.2	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	9.0	9.6	8.7	17.4
Average teacher salary	$44,787	$45,989	$53,357	$43,833
Average years' experience	9.7	9.5	10.2	8.1

Classroom dollar ranking: 4 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,246 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- The District's school maintained an AZ LEARNS "Excelling" label and demonstrated Adequate Yearly Progress.
- Teachers participated in professional development classes geared for improving parental involvement, maintaining master-level status of all teachers, incorporating techniques to allow students to develop their academic skills, maintaining small classrooms, and developing teaching models for the District.

Menu

- Monies were used to pay for professional development activities and associated supplies.

St. David Unified School District

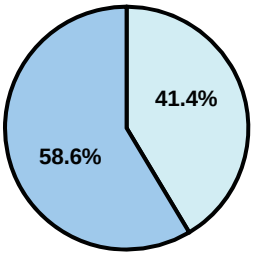
Cochise County

District size:	Small
Students attending:	448
Number of schools:	2
Number of certified teachers:	34

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

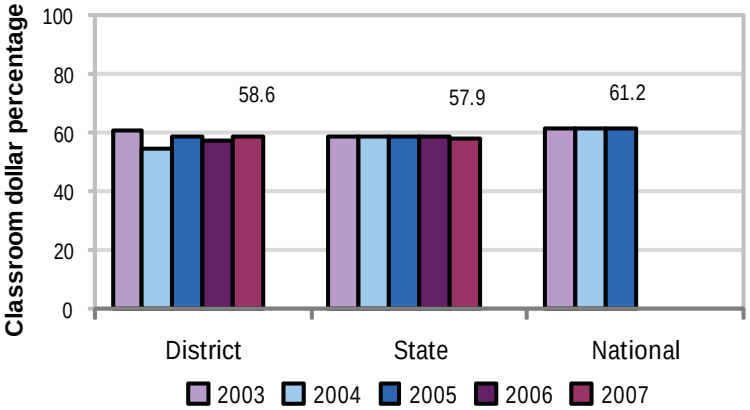


Classroom
$5,714
$4,277

Nonclassroom
$4,034
$3,105

Total
$9,748
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	60.5	54.5	58.8	56.9	58.6	57.9	61.2
Nonclassroom dollars:							
Administration	9.8	11.1	10.0	8.6	10.5	9.5	11.0
Plant operations	8.0	10.3	11.9	13.1	12.9	11.3	9.6
Food service	3.3	3.2	2.8	3.0	1.9	4.7	3.9
Transportation	2.8	3.0	2.7	2.9	2.9	4.3	4.1
Student support	14.0	16.3	12.1	13.9	11.5	7.3	5.2
Instruction support	1.6	1.6	1.7	1.6	1.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.5	16.2	13.4	17.4
Average teacher salary	$36,900	$36,605	$40,207	$43,833
Average years' experience	10.4	11.5	10.7	8.1

Classroom dollar ranking: 58 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $6,487 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The percentage of students meeting or exceeding standards on standardized tests had to be maintained or increased.
- Teachers completed 45 hours, or 3 credits, of professional development classes.
- Teachers made at least 25 positive contacts with parents and received satisfactory performance evaluations.

Menu

- Monies were used to compensate teachers for completing 45 hours, or 3 credits, of professional development classes in math, reading, or technology.
- Monies were also used to increase teachers' base salaries for participating in after-school activities.

St. Johns Unified School District

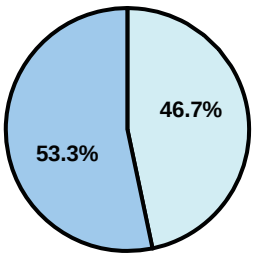
Apache County

District size:	Medium
Students attending:	1,000
Number of schools:	3
Number of certified teachers:	66

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

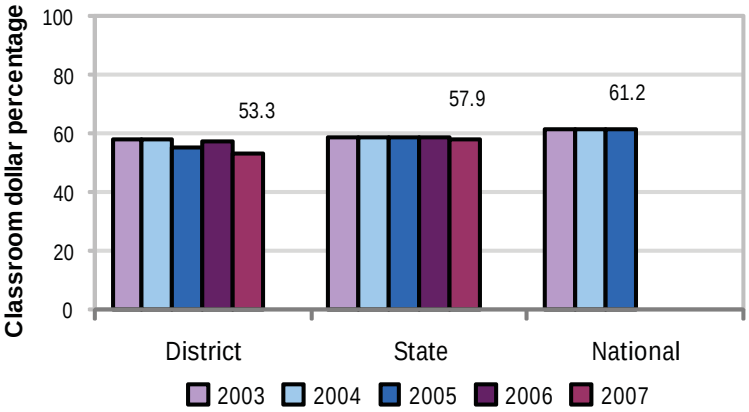


Classroom
$4,631
$4,277

Nonclassroom
$4,062
$3,105

Total
$8,693
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.9	57.9	55.2	57.2	53.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.2	9.7	11.5	11.4	12.5	9.5	11.0
Plant operations	13.2	14.5	14.2	14.3	15.3	11.3	9.6
Food service	4.7	5.2	5.8	4.7	5.0	4.7	3.9
Transportation	5.1	5.0	5.6	5.4	5.2	4.3	4.1
Student support	6.4	4.8	4.7	4.5	6.3	7.3	5.2
Instruction support	2.5	2.8	3.0	2.5	2.4	4.8	4.8
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.5	14.5	15.2	17.4
Average teacher salary	$35,416	$36,832	$33,290	$43,833
Average years' experience	10.6	11.1	10.4	8.1

Classroom dollar ranking: 148 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between $4,967 and $4,998 in additional salary.

Performance

- The District accomplished its goals, which were based on district performance.
- The District's schools were labeled "Performing" or better by ADE for AZ LEARNS.
- 75 percent of parents completing satisfaction surveys rated schools as satisfactory.

Menu

- Monies were used to increase eligible employee compensation and for teacher liability insurance.

Stanfield Elementary School District

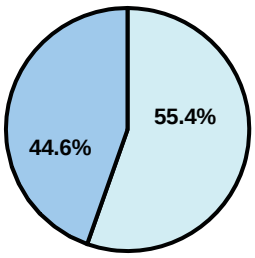
Pinal County

District size:	Medium
Students attending:	688
Number of schools:	1
Number of certified teachers:	40

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

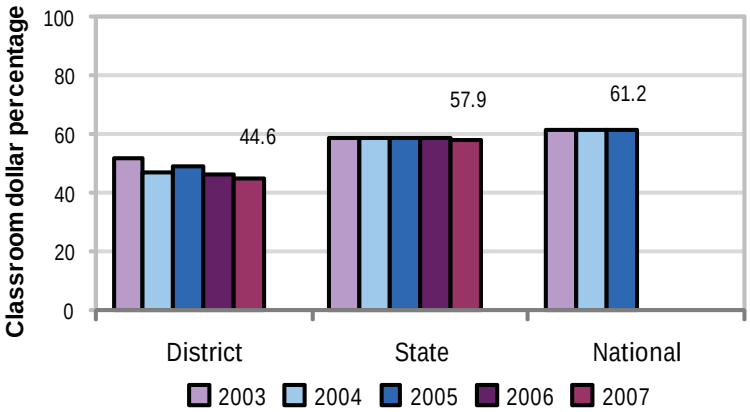


Classroom
$3,593
$4,277

Nonclassroom
$4,455
$3,105

Total
$8,048
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	52.0	46.9	48.9	46.3	44.6	57.9	61.2
Nonclassroom dollars:							
Administration	14.4	15.2	15.9	15.9	11.1	9.5	11.0
Plant operations	8.7	9.4	9.1	10.2	13.9	11.3	9.6
Food service	8.0	7.0	6.4	6.1	7.7	4.7	3.9
Transportation	8.1	8.5	7.5	9.0	9.1	4.3	4.1
Student support	1.1	1.6	5.7	7.8	9.1	7.3	5.2
Instruction support	7.7	11.4	6.5	4.7	4.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	16.9	16.2	17.2	17.4
Average teacher salary	$37,600	$33,906	$39,030	$43,833
Average years' experience	6.4	6.8	6.6	8.1

Classroom dollar ranking: 205 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned between $5,059 and $6,610 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student attendance exceeded 95 percent during state testing.
- Teachers received acceptable performance evaluations, participated in leadership activities, and completed instructional activities important to student achievement of academic standards.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 130 students at risk for dropping out received counseling, 229 truancy letters were sent to parents, and 58 students were referred to school resource officers for truancy citations.

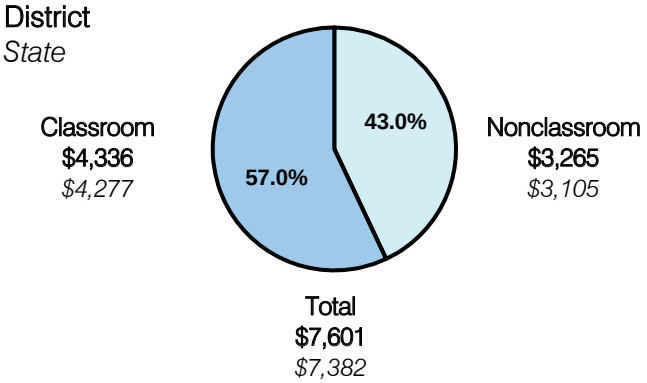
Sunnyside Unified School District

Pima County

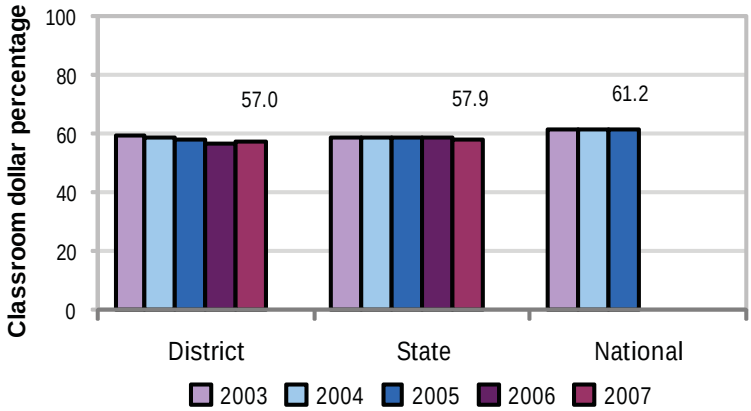
District size:	Large
Students attending:	16,411
Number of schools:	21
Number of certified teachers:	1,053

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	58.7	57.8	56.7	57.0	57.9	61.2
Nonclassroom dollars:							
Administration	8.6	8.5	8.2	8.2	8.3	9.5	11.0
Plant operations	11.8	10.5	10.5	10.9	10.5	11.3	9.6
Food service	5.9	6.2	6.4	6.1	5.9	4.7	3.9
Transportation	2.5	2.5	2.5	2.5	2.6	4.3	4.1
Student support	8.6	9.0	9.5	9.2	9.4	7.3	5.2
Instruction support	3.5	4.5	5.0	6.3	6.2	4.8	4.8
Other	0.1	0.1	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.8	17.0	15.6	17.4
Average teacher salary	$40,046	$41,829	$41,400	$43,833
Average years' experience	8.8	9.2	8.7	8.1

Classroom dollar ranking: 76 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, nurse, coordinator, and prevention specialist earned an additional $3,895 in salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- 20 of 22 schools earned an AZ LEARNS label of "Performing" or "Highly Performing" from ADE for AZ LEARNS.
- All staff demonstrated a high level of participation in student learning collaboration.
- Only 1 of 3 high schools achieved Adequate Yearly Progress.

Menu

- Monies were used solely to increase eligible employee compensation.

Superior Unified School District

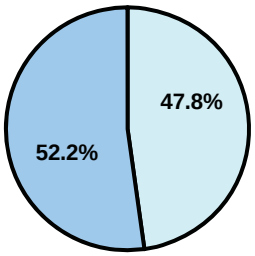
Pinal County

District size:	Small
Students attending:	483
Number of schools:	3
Number of certified teachers:	35

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

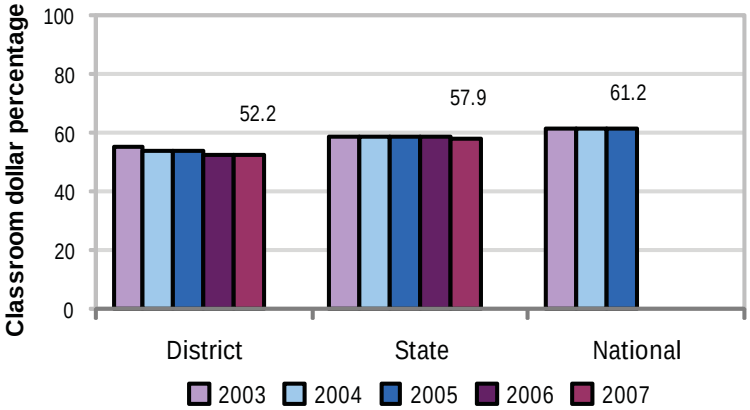


Classroom
$5,022
$4,277

Nonclassroom
$4,601
$3,105

Total
$9,623
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.3	53.5	53.8	52.3	52.2	57.9	61.2
Nonclassroom dollars:							
Administration	14.8	15.1	13.6	13.4	14.5	9.5	11.0
Plant operations	14.7	13.8	15.0	16.3	16.3	11.3	9.6
Food service	5.0	5.0	5.1	5.4	5.5	4.7	3.9
Transportation	4.0	3.8	3.1	3.7	3.7	4.3	4.1
Student support	2.8	4.4	3.6	3.7	4.5	7.3	5.2
Instruction support	3.4	4.4	5.7	5.2	3.3	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.3	14.1	13.7	17.4
Average teacher salary	$37,456	$38,222	$40,574	$43,833
Average years' experience	8.7	9.4	9.0	8.1

Classroom dollar ranking: 159 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $4,250 through $4,497 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Students' writing and math skills improved based on pre- and post-test results.

Menu

- Eligible employees were compensated for extra duties. 5 teachers were compensated for attending conferences, 7 teachers participated in AIMS intervention tutoring, 2 teachers participated in dropout prevention programs, and 23 teachers attended SEI training.

Tanque Verde Unified School District

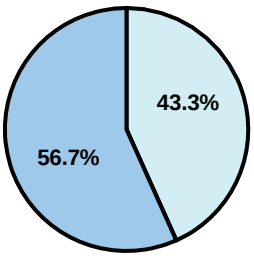
Pima County

District size:	Medium
Students attending:	1,278
Number of schools:	3
Number of certified teachers:	94

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

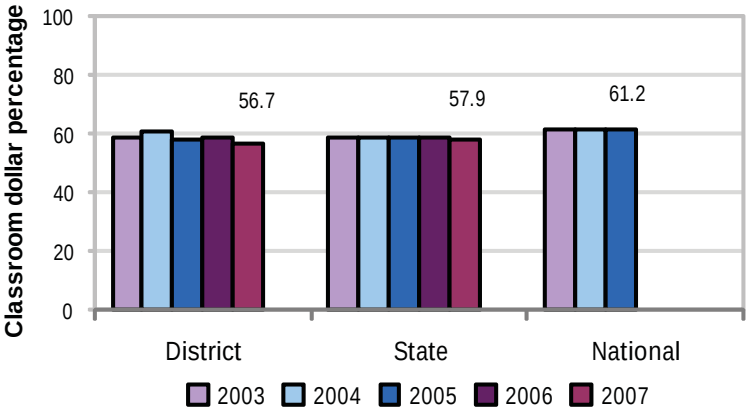


Classroom
$4,824
$4,277

Nonclassroom
$3,684
$3,105

Total
$8,508
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.9	60.9	57.6	58.8	56.7	57.9	61.2
Nonclassroom dollars:							
Administration	13.9	12.2	13.5	13.0	13.7	9.5	11.0
Plant operations	10.3	9.6	10.2	10.5	11.7	11.3	9.6
Food service	3.9	3.4	4.0	3.3	3.3	4.7	3.9
Transportation	5.0	5.2	5.5	5.6	5.8	4.3	4.1
Student support	5.5	6.1	5.9	5.5	5.2	7.3	5.2
Instruction support	2.5	2.6	3.3	3.3	3.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.1	15.2	13.7	17.4
Average teacher salary	$38,297	$39,618	$39,970	$43,833
Average years' experience	10.8	10.7	8.8	8.1

Classroom dollar ranking: 86 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned $4,823 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Based on pre- and post-tests, students attained mastery levels in reading and mathematics.
- Teachers participated in a teacher mentoring program.

Menu

- Monies were used solely to increase eligible employee compensation, which the District indicated resulted in improved teacher morale.

Tempe Elementary School District

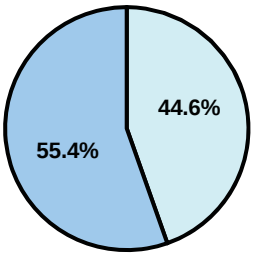
Maricopa County

District size:	Large
Students attending:	12,463
Number of schools:	24
Number of certified teachers:	917

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

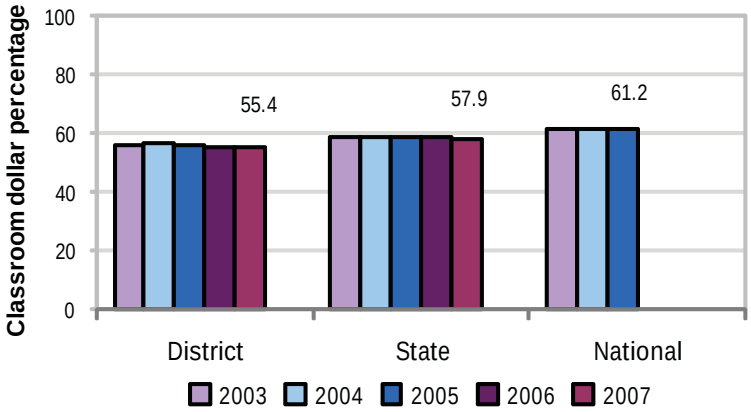


Classroom
$4,709
$4,277

Nonclassroom
$3,798
$3,105

Total
$8,507
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.6	56.3	55.9	55.5	55.4	57.9	61.2
Nonclassroom dollars:							
Administration	10.1	9.6	9.0	9.4	9.1	9.5	11.0
Plant operations	11.7	11.7	11.8	10.9	11.0	11.3	9.6
Food service	4.8	4.5	4.8	5.5	5.6	4.7	3.9
Transportation	3.7	3.5	3.7	3.8	4.0	4.3	4.1
Student support	8.3	7.7	7.9	8.1	8.0	7.3	5.2
Instruction support	5.8	6.7	6.9	6.8	6.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.6	15.1	13.6	17.4
Average teacher salary	$39,367	$42,190	$44,353	$43,833
Average years' experience	7.9	7.5	7.6	8.1

Classroom dollar ranking: 109 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $5,446 in salary, which includes performance pay for fiscal year 2006.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Student achievement data increased over the prior year.
- Student attendance was above 94 percent.
- 95 percent of parents participating in a satisfaction survey rated schools as satisfactory.
- Teachers developed professional investment plans, which included various components such as committee work, staff development, coordination, and acting as a liaison.

Menu

- Monies were used solely to increase eligible employee compensation.

Tempe Union High School District

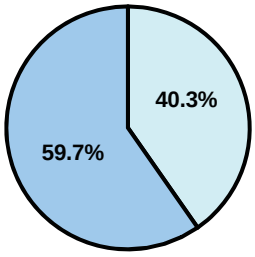
Maricopa County

District size:	Large
Students attending:	13,227
Number of schools:	7
Number of certified teachers:	656

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

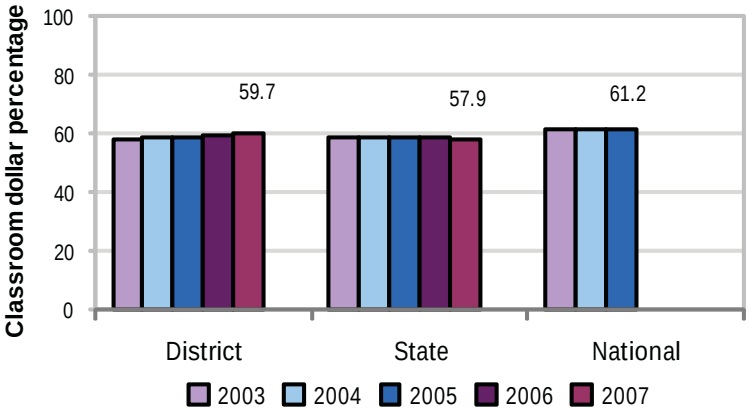


Classroom
$4,232
$4,277

Nonclassroom
$2,855
$3,105

Total
$7,087
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.0	58.6	58.9	59.6	59.7	57.9	61.2
Nonclassroom dollars:							
Administration	9.2	8.9	9.0	8.9	8.7	9.5	11.0
Plant operations	14.3	13.5	13.4	13.0	13.1	11.3	9.6
Food service	3.6	3.6	3.6	3.6	3.6	4.7	3.9
Transportation	2.2	2.1	2.2	2.2	2.3	4.3	4.1
Student support	7.5	7.8	7.3	7.2	7.0	7.3	5.2
Instruction support	4.6	5.1	5.1	5.0	5.2	4.8	4.8
Other	0.6	0.4	0.5	0.5	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	19.7	20.3	20.2	17.4
Average teacher salary	$47,699	$48,815	$52,162	$43,833
Average years' experience	9.1	8.9	9.1	8.1

Classroom dollar ranking: 44 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, counselor, and coordinator earned an additional $7,341 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- 87 percent of students mastered math standards and 10 percent of students mastered reading standards on district pre- and post-tests.
- Teachers participated in professional development activities, including completion of university coursework and developing and delivering trainings.
- In addition, teachers participated in mentoring and collaborative coaching of other teachers, committee leadership, and special administrative projects.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay 8 staff to teach 265 students at risk of dropping out using alternative delivery instruction methods.

Thatcher Unified School District

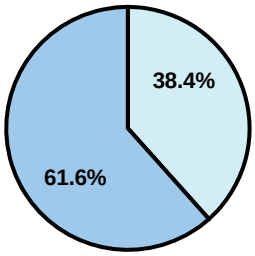
Graham County

District size: Medium
Students attending: 1,214
Number of schools: 4
Number of certified teachers: 66

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

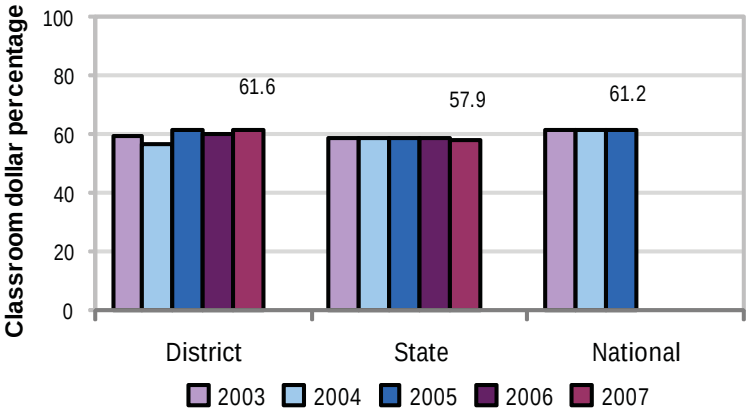


Classroom
$3,744
$4,277

Nonclassroom
$2,337
$3,105

Total
$6,081
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.1	56.6	61.1	59.9	61.6	57.9	61.2
Nonclassroom dollars:							
Administration	15.1	14.9	13.1	13.5	13.7	9.5	11.0
Plant operations	12.7	12.5	12.6	13.1	11.7	11.3	9.6
Food service	4.5	4.3	4.7	4.8	4.4	4.7	3.9
Transportation	4.2	4.2	4.0	4.1	4.3	4.3	4.1
Student support	1.6	1.7	1.6	1.7	1.6	7.3	5.2
Instruction support	2.3	5.3	2.5	2.5	2.3	4.8	4.8
Other	0.5	0.5	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.6	18.4	18.4	17.4
Average teacher salary	$34,647	$36,240	$39,669	$43,833
Average years' experience	10.1	10.2	10.2	8.1

Classroom dollar ranking: 24 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $7,354 in salary, the librarian earned an additional $7,265, and the audiologist earned an additional $3,165.

Performance

- The District accomplished its goals, which were based on school performance.
- Kindergarten through 8th-grade students' standardized test scores improved over the prior year's scores.
- At least 45 percent of high school students achieved at least a 3.0 grade point average and course grades above 73 percent.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used for professional development activities.

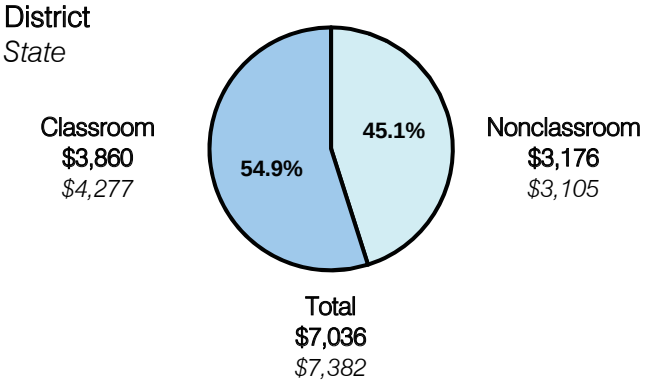
Tolleson Elementary School District

Maricopa County

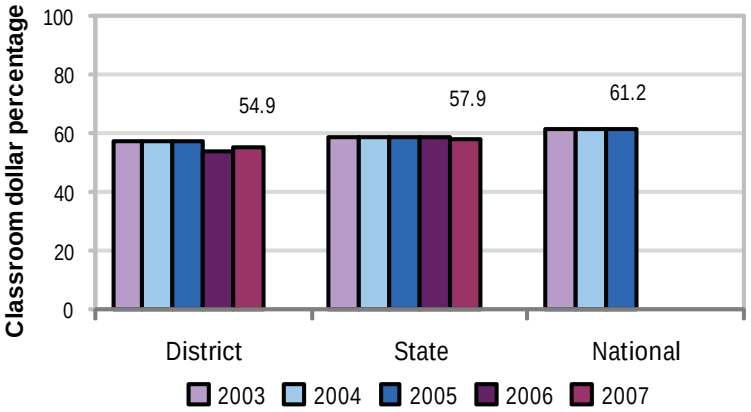
District size: Medium
Students attending: 2,718
Number of schools: 4
Number of certified teachers: 129

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.9	57.1	57.2	53.5	54.9	57.9	61.2
Nonclassroom dollars:							
Administration	14.1	13.0	11.4	12.4	12.4	9.5	11.0
Plant operations	11.9	10.6	11.1	9.8	9.8	11.3	9.6
Food service	6.4	6.9	8.1	8.0	7.7	4.7	3.9
Transportation	3.6	2.7	2.7	2.7	2.1	4.3	4.1
Student support	4.2	5.9	6.8	8.2	6.8	7.3	5.2
Instruction support	2.9	3.8	2.7	5.4	6.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	20.6	18.7	21.1	17.4
Average teacher salary	$41,940	$38,108	$39,084	$43,833
Average years' experience	6.0	6.2	5.0	8.1

Classroom dollar ranking: 123 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and librarian earned an additional $5,602 in salary, and each counselor and teacher mentor earned $3,138.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- To improve parent communication and involvement, teachers completed monthly parent newsletters, attended evening programs for parents, and created and updated individual Web pages.
- The results of a survey demonstrated that parents were satisfied with the District.
- Other goals were linked to leadership activities, teacher development, and teacher evaluations.
- To receive monies, teachers had to be in attendance for at least 135 days.

Menu

- Monies were used solely to increase eligible employee compensation.

Tolleson Union High School District

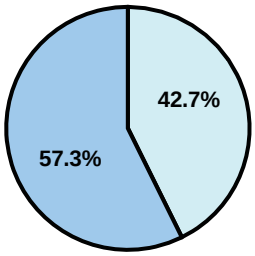
Maricopa County

District size:	Large
Students attending:	7,952
Number of schools:	4
Number of certified teachers:	374

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,690
$4,277

Nonclassroom
$2,745
$3,105

Total
$6,435
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.0	59.0	59.9	57.7	57.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.4	7.8	6.5	9.9	7.3	9.5	11.0
Plant operations	15.0	13.7	14.4	12.6	13.8	11.3	9.6
Food service	4.0	3.9	4.4	4.3	4.2	4.7	3.9
Transportation	4.3	4.6	3.6	4.2	4.4	4.3	4.1
Student support	8.9	8.8	9.1	7.5	9.8	7.3	5.2
Instruction support	2.1	1.9	1.7	3.3	2.9	4.8	4.8
Other	0.3	0.3	0.4	0.5	0.3	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.7	21.1	21.3	17.4
Average teacher salary	$46,000	$48,500	$49,000	$43,833
Average years' experience	7.4	6.8	6.6	8.1

Classroom dollar ranking: 71 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher, librarian, counselor, and social worker earned an additional $4,971 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 3 of 4 schools were labeled "Performing" or better by ADE for AZ LEARNS and demonstrated Adequate Yearly Progress.
- The student attendance rate was at least 92 percent, the dropout rate was less than 6 percent, and the graduation rate was at least 90 percent.
- Other goals were related to parent-student satisfaction survey results and the reduced number of student suspensions.

Menu

- Teachers continued to receive additional compensation for preparing site action plans to help increase student achievement.

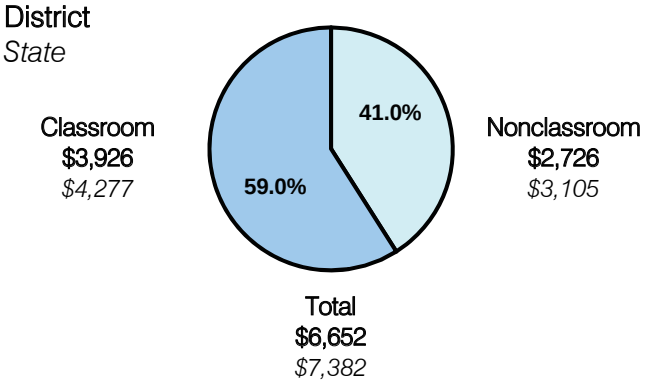
Toltec Elementary School District

Pinal County

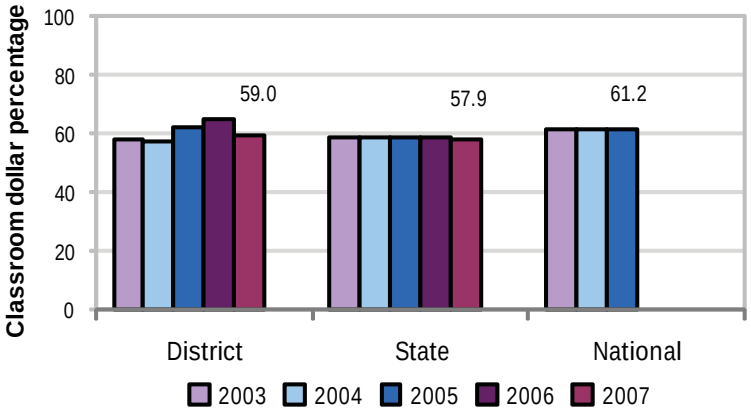
District size: Medium
Students attending: 1,189
Number of schools: 2
Number of certified teachers: 66

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.1	57.5	62.3	64.6	59.0	57.9	61.2
Nonclassroom dollars:							
Administration	11.2	10.2	9.9	8.8	12.1	9.5	11.0
Plant operations	13.0	13.9	12.0	11.9	10.8	11.3	9.6
Food service	7.1	7.6	6.2	6.4	6.6	4.7	3.9
Transportation	7.2	7.3	6.6	4.8	6.1	4.3	4.1
Student support	1.9	2.0	1.5	1.6	3.3	7.3	5.2
Instruction support	1.5	1.5	1.4	1.9	2.1	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.3	19.4	18.0	17.4
Average teacher salary	$34,994	$35,008	$35,657	$43,833
Average years' experience	5.4	5.5	5.5	8.1

Classroom dollar ranking: 55 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned $5,300 in additional salary, and each instructional aide earned an additional $664.

Performance

- The District accomplished its goals, which were based on district performance.
- The student achievement goal was based on standardized test scores.
- Teachers received acceptable performance evaluations.

Menu

- Monies were primarily used to increase teacher compensation.
- 29 instructional aides were paid to help reduce class sizes.

Tombstone Unified School District

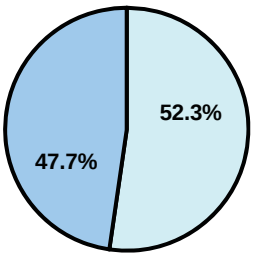
Cochise County

District size:	Medium
Students attending:	845
Number of schools:	3
Number of certified teachers:	51

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

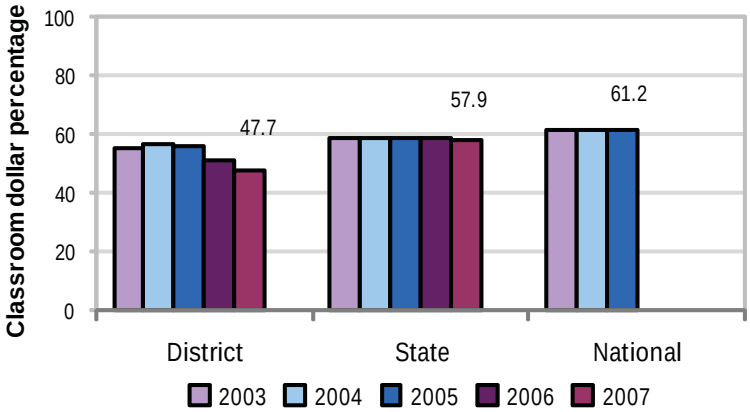


Classroom
$3,624
$4,277

Nonclassroom
$3,972
$3,105

Total
$7,596
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.5	56.4	56.2	50.9	47.7	57.9	61.2
Nonclassroom dollars:							
Administration	12.3	13.1	14.3	14.8	14.7	9.5	11.0
Plant operations	7.9	8.0	8.5	10.1	11.3	11.3	9.6
Food service	4.0	4.3	3.4	5.1	6.0	4.7	3.9
Transportation	5.5	5.4	5.7	6.3	6.7	4.3	4.1
Student support	12.4	11.1	9.9	11.2	12.9	7.3	5.2
Instruction support	2.4	1.7	2.0	1.6	0.7	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.0	16.1	16.6	17.4
Average teacher salary	$30,431	$39,243	$36,143	$43,833
Average years' experience	8.4	8.4	8.5	8.1

Classroom dollar ranking: 191 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $3,026 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Teachers were encouraged to have 5 or fewer absences, attend 6 hours of professional development activities, participate in committee work, tutoring, or extracurricular activities, and hold parent-teacher conferences at least twice each semester with elementary school students' parents and once each semester with high school students' parents.

Menu

- Monies continue to be used to pay for 1.7 teaching positions to help reduce class sizes.
- Monies were also used to increase eligible employee compensation.

Tonto Basin Elementary School District

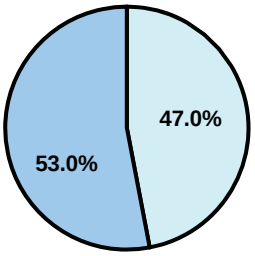
Gila County

District size: Very Small
Students attending: 72
Number of schools: 1
Number of certified teachers: 6

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

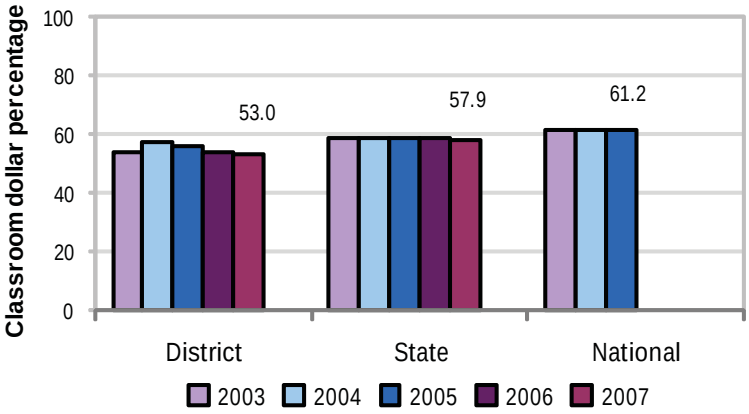


Classroom
$6,156
$4,277

Nonclassroom
$5,464
$3,105

Total
$11,620
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	53.8	57.3	56.2	54.0	53.0	57.9	61.2
Nonclassroom dollars:							
Administration	17.6	13.9	14.5	14.9	16.4	9.5	11.0
Plant operations	6.4	8.8	9.1	7.8	10.2	11.3	9.6
Food service	11.4	11.4	11.4	11.2	10.1	4.7	3.9
Transportation	5.9	5.3	7.3	9.6	7.9	4.3	4.1
Student support	0.8	1.3		1.5	1.3	7.3	5.2
Instruction support	4.1	2.0	1.5	1.0	1.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.7	11.4	11.7	17.4
Average teacher salary	$39,212	$40,276	$38,959	$43,833
Average years' experience	8.2	9.0	9.8	8.1

Classroom dollar ranking: 153 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $2,941 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and individual performance.
- 80 percent of students demonstrated at least 9 months' progress in reading and math based on pre- and post-test scores.
- Teachers received satisfactory performance evaluations and at least a "B" average on parent and student satisfaction questionnaires.

Menu

- Monies continue to be used to pay an instructional aide to work with underperforming students.

Topock Elementary School District

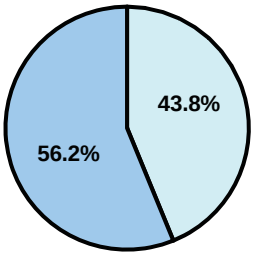
Mohave County

District size:	Very Small
Students attending:	127
Number of schools:	1
Number of certified teachers:	9

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

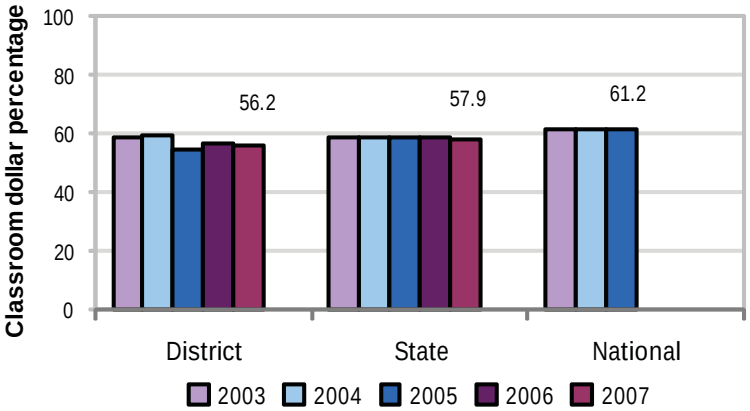


Classroom
$5,424
$4,277

Nonclassroom
$4,224
$3,105

Total
$9,648
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.8	59.1	54.5	56.4	56.2	57.9	61.2
Nonclassroom dollars:							
Administration	13.2	11.9	12.5	12.0	18.8	9.5	11.0
Plant operations	11.0	10.6	10.0	12.2	8.6	11.3	9.6
Food service	5.6	6.0	5.1	5.7	6.0	4.7	3.9
Transportation	3.4	3.7	4.4	3.5	3.2	4.3	4.1
Student support	3.2	3.7	7.3	5.5	1.9	7.3	5.2
Instruction support	4.8	5.0	6.2	4.7	5.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.4	13.3	14.6	17.4
Average teacher salary	$34,859	$35,000	$37,550	$43,833
Average years' experience	9.4	10.1	9.2	8.1

Classroom dollar ranking: 92 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,659 in salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Students' standardized test scores improved in reading and writing over the prior year's scores.
- Student attendance improved over the prior year.
- Most teachers attended advanced classes and in-service trainings.
- Other goals were linked to teacher development and performance evaluations.

Menu

- Monies were used to increase teacher compensation.
- Monies were also used to compensate teachers for participating in professional development activities for reading, math, and other instructional activities.

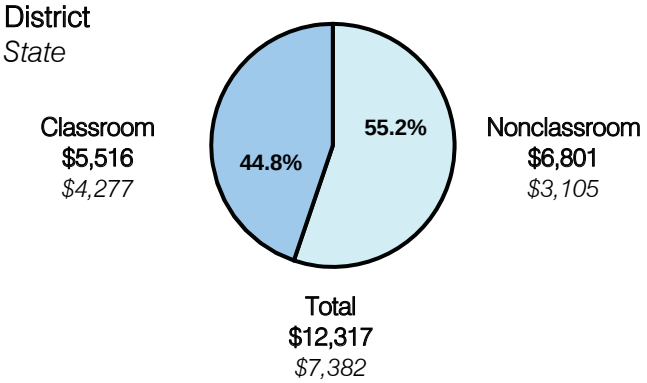
Tuba City Unified School District

Coconino County

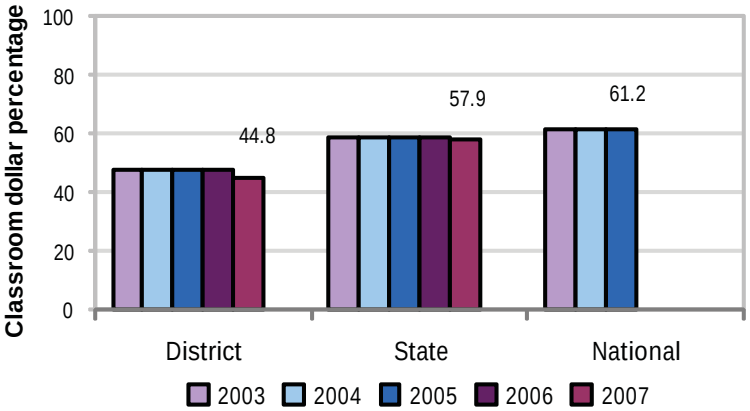
District size:	Medium
Students attending:	2,103
Number of schools:	7
Number of certified teachers:	155

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	47.4	47.5	47.7	47.9	44.8	57.9	61.2
Nonclassroom dollars:							
Administration	11.8	10.9	10.8	10.9	10.9	9.5	11.0
Plant operations	16.2	15.5	15.6	15.0	16.0	11.3	9.6
Food service	3.9	4.5	4.5	4.5	4.2	4.7	3.9
Transportation	6.0	6.2	6.3	6.2	6.7	4.3	4.1
Student support	8.9	9.2	8.6	10.4	11.1	7.3	5.2
Instruction support	5.8	6.2	6.4	5.1	6.3	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.2	13.2	13.5	17.4
Average teacher salary	$37,525	$37,273	$41,755	$43,833
Average years' experience	8.3	8.7	9.2	8.1

Classroom dollar ranking: 204 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $3,935 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Schools showed gains in AIMS proficiency and demonstrated Adequate Yearly Progress.

Menu

- Monies were used primarily to increase eligible employee compensation and to pay for AIMS intervention supplies.

Tucson Unified School District

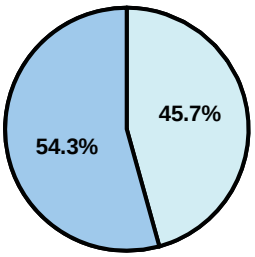
Pima County

District size:	Very Large
Students attending:	57,045
Number of schools:	122
Number of certified teachers:	3,515

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

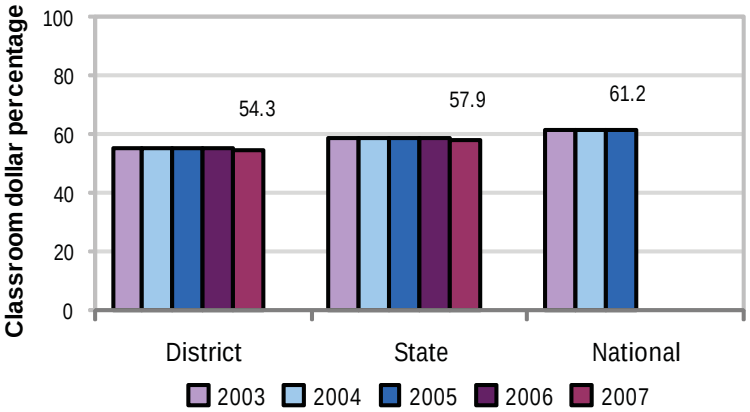


Classroom
$4.291
$4,277

Nonclassroom
$3,606
$3,105

Total
$7,897
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.9	55.0	55.4	54.9	54.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.5	10.3	10.1	10.0	10.0	9.5	11.0
Plant operations	11.3	12.2	11.3	11.6	11.9	11.3	9.6
Food service	4.5	4.2	4.1	3.8	3.8	4.7	3.9
Transportation	4.3	4.5	4.6	4.9	4.9	4.3	4.1
Student support	9.0	8.7	8.9	8.6	8.6	7.3	5.2
Instruction support	5.5	5.1	5.6	6.2	6.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.7	16.8	16.2	17.4
Average teacher salary	$40,500	$47,259	$47,500	$43,833
Average years' experience	9.8	9.4	9.3	8.1

Classroom dollar ranking: 127 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,984 in salary, and each librarian, speech pathologist, counselor, and other staff, such as nurses, therapists, and coordinators, earned between $4,110 and $4,945 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Student achievement goals were based on standardized test scores and district assessments.
- A team at each school planned and designed weekly professional development activities focused on improving student achievement.
- The Accountability and Research Department compiled middle and high school dropout and graduation rate data.
- 1 teacher at each school acted as a school council facilitator.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to help reduce kindergarten class size from 24 students to 18 students per classroom and 1st-grade class size from 29 students to 18 students per classroom.

Union Elementary School District

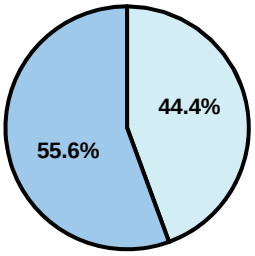
Maricopa County

District size:	Medium
Students attending:	1,337
Number of schools:	2
Number of certified teachers:	66

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,848
$4,277

Nonclassroom
$3,075
$3,105

Total
$6,923
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	47.4	50.2	49.6	50.3	55.6	57.9	61.2
Nonclassroom dollars:							
Administration	23.2	21.8	13.0	10.7	10.7	9.5	11.0
Plant operations	15.5	10.3	12.6	13.4	10.3	11.3	9.6
Food service	4.6	7.4	7.8	7.2	6.7	4.7	3.9
Transportation	6.0	8.3	12.7	10.2	8.1	4.3	4.1
Student support	0.3		2.6	4.6	5.6	7.3	5.2
Instruction support	3.0	2.0	1.6	3.6	3.0	4.8	4.8
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.3	24.7	20.3	17.4
Average teacher salary	$36,754	$36,954	$37,874	$43,833
Average years' experience	8.4	4.2	4.7	8.1

Classroom dollar ranking: 103 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,367 in salary, each master teacher, librarian, and counselor earned between $1,154 and $2,650 in additional salary, and each instructional aide earned an additional $1,500.

Performance

- The District accomplished some of its goals, which were based on school and individual performance.
- The student achievement goal not met required the District's schools to earn "Performing Plus" labels from ADE for AZ LEARNS.
- The student attendance rate was better than 94 percent.
- Teachers had to receive acceptable performance evaluations.
- Surveys were completed by the parents and the results were reviewed by each school.

Menu

- 8 teachers were hired to help reduce class sizes.
- 4 teachers were compensated for performing AIMS intervention activities.
- Master teachers provided professional development activities for teachers.

Vail Unified School District

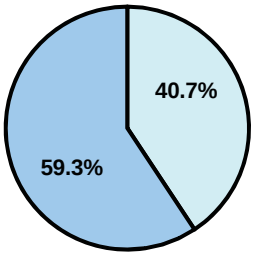
Pima County

District size:	Large
Students attending:	7,809
Number of schools:	14
Number of certified teachers:	422

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

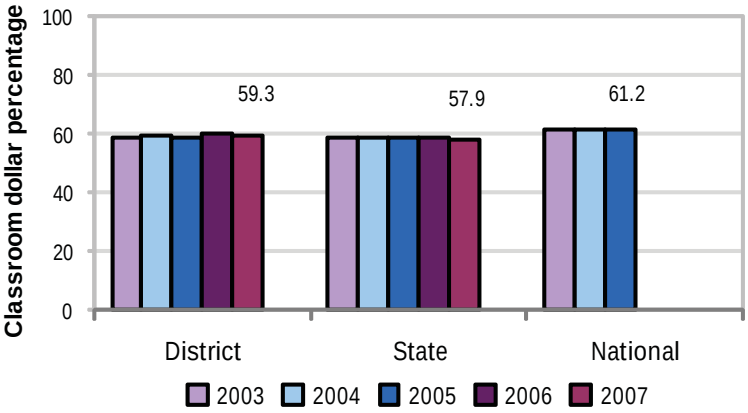


Classroom
$3,994
$4,277

Nonclassroom
$2,738
$3,105

Total
$6,732
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	58.6	59.0	58.5	60.2	59.3	57.9	61.2
Nonclassroom dollars:							
Administration	9.4	8.8	9.1	8.4	7.9	9.5	11.0
Plant operations	14.5	13.2	12.7	12.1	12.1	11.3	9.6
Food service	4.0	4.3	4.4	3.9	4.0	4.7	3.9
Transportation	5.4	5.8	5.8	5.4	5.2	4.3	4.1
Student support	4.6	4.9	5.3	6.1	7.6	7.3	5.2
Instruction support	3.4	3.9	4.1	3.8	3.8	4.8	4.8
Other	0.1	0.1	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.8	17.3	18.5	17.4
Average teacher salary	$35,231	$37,332	$38,151	$43,833
Average years' experience	6.2	6.6	2.9	8.1

Classroom dollar ranking: 49 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,935 in salary, and each librarian, speech pathologist, and counselor earned an additional $3,835.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals were based on students' standardized test scores and achievement of curriculum-based measures.
- Other goals were linked to teacher evaluations, teacher development, tutoring, and leadership.

Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included classes held during fall and spring break for targeted students. The District reports that AIMS test scores increased as a result of these efforts.
- Dropout prevention efforts included Saturday school, summer school, and standards-based tutoring.

Valentine Elementary School District

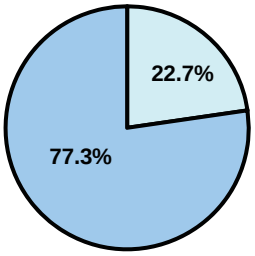
Mohave County

District size: Very Small
Students attending: 50
Number of schools: 1
Number of certified teachers: 4

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$10,479
$4,277

Nonclassroom
$3,082
$3,105

Total
$13,561
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	71.4	68.3	75.6	76.3	77.3	57.9	61.2
Nonclassroom dollars:							
Administration	12.4	10.3	10.5	9.9	9.5	9.5	11.0
Plant operations	10.1	10.0	8.0	7.4	8.1	11.3	9.6
Food service						4.7	3.9
Transportation	5.6	6.7	5.4	5.9	4.7	4.3	4.1
Student support						7.3	5.2
Instruction support	0.5	4.7	0.5	0.5	0.4	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	12.3	14.4	12.5	17.4
Average teacher salary	$45,068	$46,847	$46,847	$43,833
Average years' experience	13.7	11.0	7.3	8.1

Classroom dollar ranking: 2 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,630 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Students had to demonstrate Adequate Yearly Progress.
- Teachers had to receive acceptable performance evaluations.

Menu

- The District did not spend any menu monies in fiscal year 2007.

Valley Union High School District

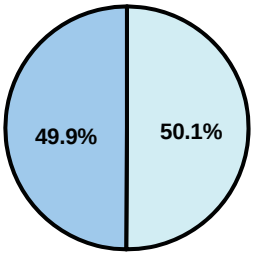
Cochise County

District size:	Very Small
Students attending:	163
Number of schools:	1
Number of certified teachers:	12

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

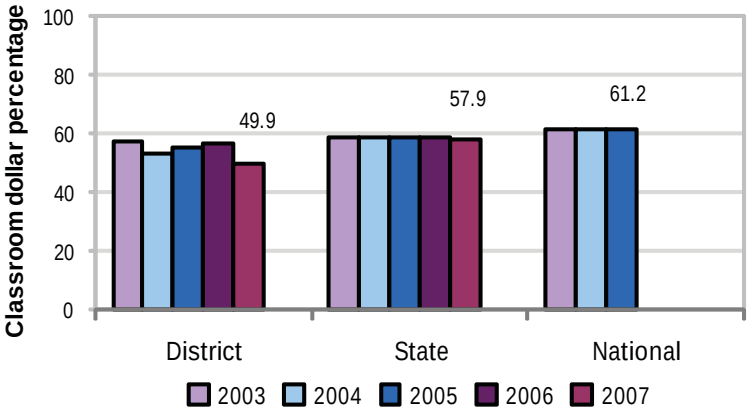


Classroom
$5,703
$4,277

Nonclassroom
$5,721
$3,105

Total
$11,424
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	57.2	53.1	55.4	56.3	49.9	57.9	61.2
Nonclassroom dollars:							
Administration	10.0	13.5	13.5	11.5	15.8	9.5	11.0
Plant operations	11.5	11.5	13.8	14.1	13.9	11.3	9.6
Food service	7.4	6.7	4.0	3.4	3.6	4.7	3.9
Transportation	8.3	9.2	9.2	8.7	8.8	4.3	4.1
Student support	4.4	4.6	2.4	3.9	4.3	7.3	5.2
Instruction support	1.2	1.4	1.3	1.6	1.7	4.8	4.8
Other			0.4	0.5	2.0	0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	13.1	14.5	13.5	17.4
Average teacher salary	$38,823	$39,770	$36,200	$43,833
Average years' experience	10.3	10.7	11.3	8.1

Classroom dollar ranking: 177 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, instructional aide, the librarian, and a counselor earned an additional $4,335 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- 100 percent of high school seniors passed all 3 sections of the AIMS test.
- 65 percent of parents surveyed rated the District's overall performance as "good" or better.

Menu

- The District continued to use monies solely to increase eligible employee compensation because performance goals were met.

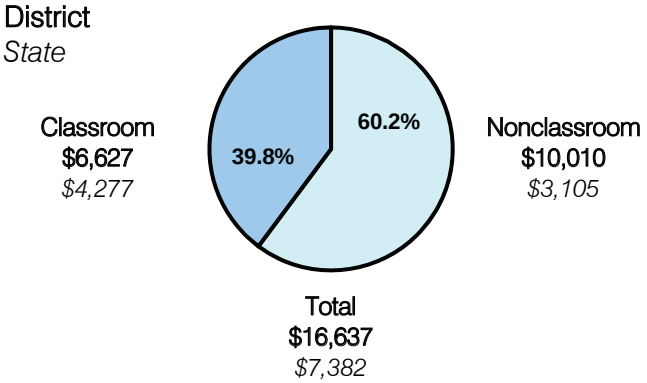
Vernon Elementary School District

Apache County

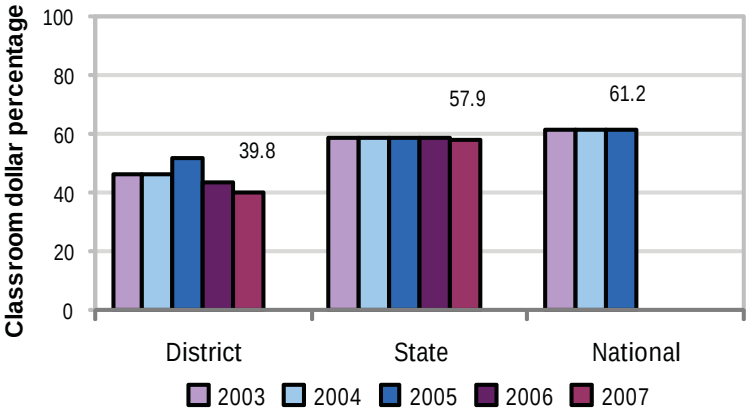
District size: Very Small
Students attending: 66
Number of schools: 1
Number of certified teachers: 6

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	46.5	46.0	51.6	43.3	39.8	57.9	61.2
Nonclassroom dollars:							
Administration	23.3	21.1	19.4	26.0	24.4	9.5	11.0
Plant operations	6.4	14.1	11.6	11.8	15.8	11.3	9.6
Food service	1.0	1.1	1.3	1.0	1.3	4.7	3.9
Transportation	9.9	9.6	10.8	12.6	14.7	4.3	4.1
Student support	3.2	7.3	5.0	5.1	2.9	7.3	5.2
Instruction support	9.7	0.8	0.3	0.2	1.1	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.1	12.0	10.9	17.4
Average teacher salary	$31,316	$29,140	$35,504	$43,833
Average years' experience	6.9	6.5	10.0	8.1

Classroom dollar ranking: 216 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,428 in salary, which included performance pay for fiscal year 2006 performance.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement goals were linked to standardized test scores and the District's assessment plan. Teachers were compensated based on the percentage of students mastering reading, writing, and math skills.
- Teachers received acceptable performance evaluations, which are based on state teaching standards.
- Only half of the teachers documented their efforts to involve parents in the classroom and the school.

Menu

- Monies were used to compensate teachers for participating in professional development activities such as curriculum mapping, benchmark testing, and alignment of teacher resources to state standards in reading, writing and math.

Washington Elementary School District

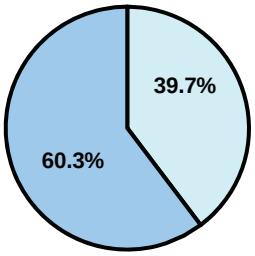
Maricopa County

District size:	Very Large
Students attending:	23,145
Number of schools:	32
Number of certified teachers:	1,350

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

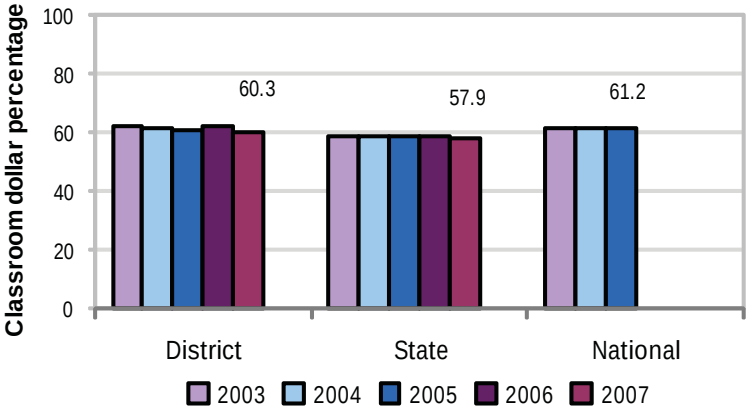


Classroom
$4,590
$4,277

Nonclassroom
$3,021
$3,105

Total
$7,611
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	62.3	61.3	60.8	62.0	60.3	57.9	61.2
Nonclassroom dollars:							
Administration	8.8	8.7	8.6	7.9	8.4	9.5	11.0
Plant operations	9.3	9.6	9.9	9.0	9.1	11.3	9.6
Food service	5.3	5.7	5.6	6.1	6.0	4.7	3.9
Transportation	3.6	3.7	3.7	4.3	4.5	4.3	4.1
Student support	6.5	7.2	6.9	6.8	7.3	7.3	5.2
Instruction support	4.2	3.8	4.5	3.9	4.3	4.8	4.8
Other					0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.5	18.7	17.1	17.4
Average teacher salary	$49,987	$51,357	$43,320	$43,833
Average years' experience	9.5	9.2	8.9	8.1

Classroom dollar ranking: 36 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,948 in salary, and each librarian, speech pathologist, counselor, student services specialist, and program coach earned between $2,941 and $6,936 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement was measured using AIMS and district assessment scores.
- Teachers participated in professional development activities, leadership activities, such as site councils and school leadership teams, and tutoring, remediation, enrichment, and extracurricular activities.
- Other goals were linked to student and teacher attendance rates, teacher evaluations, and parent satisfaction survey results.
- The District also had a goal of maintaining a safe and inviting school environment.

Menu

- Monies were used solely to increase eligible employee compensation.

Wellton Elementary School District

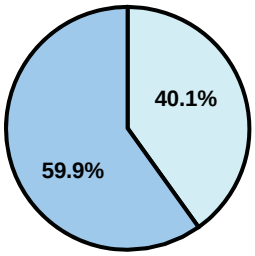
Yuma County

District size:	Small
Students attending:	343
Number of schools:	1
Number of certified teachers:	22

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

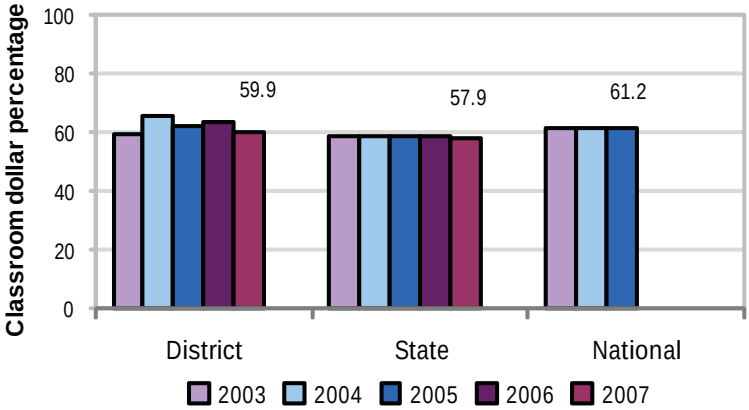


Classroom
$5,673
$4,277

Nonclassroom
$3,791
$3,105

Total
$9,464
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	65.5	62.3	63.6	59.9	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	9.6	11.1	10.0	15.7	9.5	11.0
Plant operations	12.5	10.3	10.4	10.1	9.5	11.3	9.6
Food service	6.4	5.7	5.9	6.4	5.4	4.7	3.9
Transportation	2.2	2.0	2.5	2.4	2.1	4.3	4.1
Student support	1.1	0.7	0.7	2.3	2.8	7.3	5.2
Instruction support	7.8	6.2	7.1	5.2	4.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.5	16.5	15.6	17.4
Average teacher salary	$38,395	$42,105	$41,926	$43,833
Average years' experience	9.2	8.8	9.5	8.1

Classroom dollar ranking: 42 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $4,445 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers were compensated on a per-student basis for students who scored 69 percent and above on standardized tests.
- 2 teachers earned performance pay for having perfect attendance.
- Other goals were linked to student attendance, teacher development, and parent-student satisfaction.

Menu

- Monies were primarily used to increase teacher compensation for accomplishing student achievement performance goals.
- Teachers were compensated for participating in teacher development activities.
- Monies were also used to pay 2 instructional aides for providing AIMS intervention activities.

Wenden Elementary School District

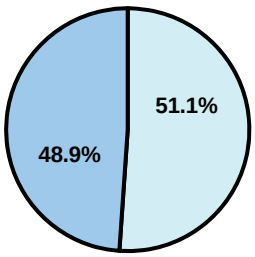
La Paz County

District size:	Very Small
Students attending:	77
Number of schools:	1
Number of certified teachers:	8

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

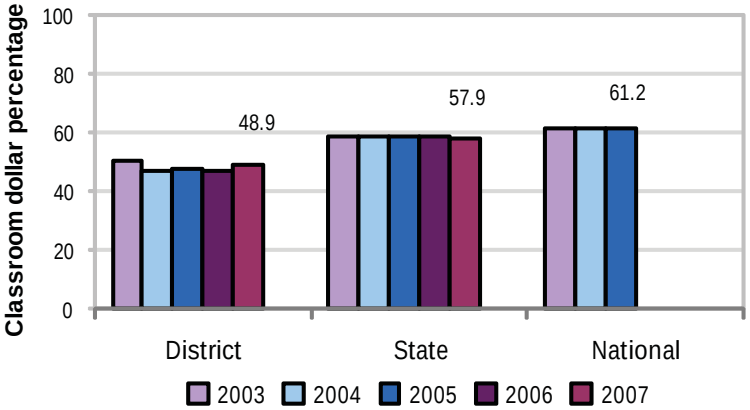


Classroom
$8,006
$4,277

Nonclassroom
$8,382
$3,105

Total
$16,388
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	50.0	47.2	47.4	46.9	48.9	57.9	61.2
Nonclassroom dollars:							
Administration	12.5	12.6	12.5	14.9	13.7	9.5	11.0
Plant operations	14.9	15.6	16.8	15.5	15.9	11.3	9.6
Food service	11.7	12.3	13.0	11.8	10.4	4.7	3.9
Transportation	4.0	3.5	2.9	3.0	2.9	4.3	4.1
Student support	3.9	5.2	4.0	4.4	4.6	7.3	5.2
Instruction support	3.0	3.6	3.4	3.5	3.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	10.4	11.5	9.6	17.4
Average teacher salary	$38,782	$42,067	$32,667	$43,833
Average years' experience	7.8	8.3	8.8	8.1

Classroom dollar ranking: 182 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,592 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- To improve student achievement, teachers created student portfolios to chart their progress throughout the year.
- The student attendance rate was 90 percent.
- 12 to 14 students were tutored by teachers.
- Parent nights provided parents with strategies to help their children with homework and increased communication between home and school.

Menu

- Teachers participated in professional development activities.
- Teachers were also compensated for completing graduate-level courses.

Whiteriver Unified School District

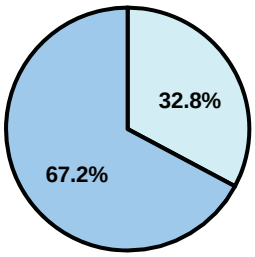
Navajo County

District size:	Medium
Students attending:	1,955
Number of schools:	5
Number of certified teachers:	150

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

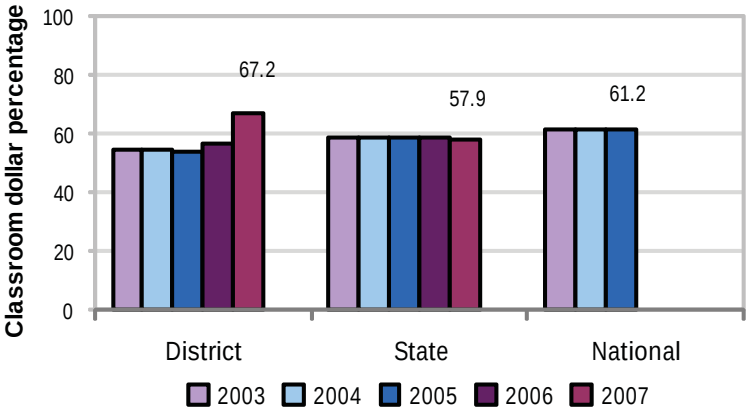


Classroom
$10,262
$4,277

Nonclassroom
$4,998
$3,105

Total
$15,260
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	54.5	54.7	53.6	56.6	67.2	57.9	61.2
Nonclassroom dollars:							
Administration	12.8	10.8	11.4	9.2	8.6	9.5	11.0
Plant operations	15.2	13.7	13.9	14.5	9.4	11.3	9.6
Food service	4.7	6.5	8.1	5.0	3.0	4.7	3.9
Transportation	3.4	4.3	3.4	4.3	4.1	4.3	4.1
Student support	7.3	7.9	6.1	7.0	5.1	7.3	5.2
Instruction support	2.0	2.0	3.4	3.3	2.4	4.8	4.8
Other	0.1	0.1	0.1	0.1	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	13.8	17.1	13.0	17.4
Average teacher salary	$46,961	$48,113	$47,408	$43,833
Average years' experience	8.7	9.8	9.5	8.1

Classroom dollar ranking: 6 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $4,493 in salary, and each librarian, speech pathologist, and counselor earned between $1,820 and $3,709 in additional salary.

Performance

- The District accomplished some of its goals, which were based on district, school, and individual performance.
- 68 percent of students met or exceeded standards in at least one category on standardized tests.
- 2 of the District's 5 schools were labeled as "Performing" by ADE for AZLEARNS.
- 1 school met Adequate Yearly Progress objectives.
- 93 percent of certified staff attended at least 12 hours of professional development activities that support state academic standards.
- Another goal was linked to parent-student satisfaction.

Menu

- Monies were used solely to increase eligible employee compensation.

Wickenburg Unified School District

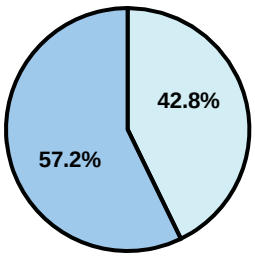
Maricopa County

District size:	Medium
Students attending:	1,421
Number of schools:	4
Number of certified teachers:	90

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

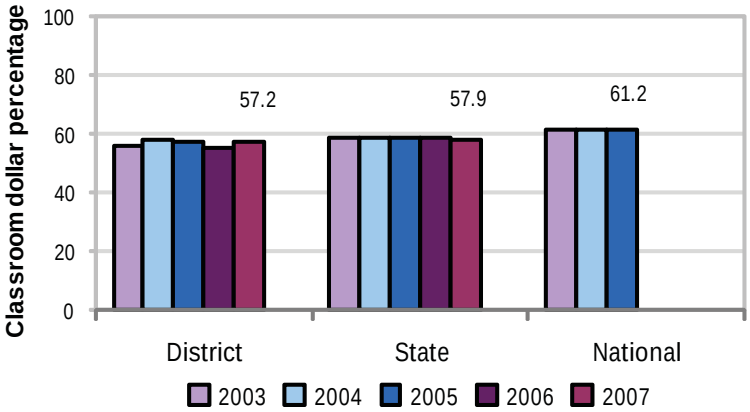


Classroom
$4,389
$4,277

Nonclassroom
$3,283
$3,105

Total
$7,672
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.0	58.1	57.3	55.0	57.2	57.9	61.2
Nonclassroom dollars:							
Administration	12.7	11.9	11.8	11.0	10.7	9.5	11.0
Plant operations	15.4	14.3	15.5	17.0	17.1	11.3	9.6
Food service	4.9	4.2	4.8	5.3	4.6	4.7	3.9
Transportation	5.2	5.1	5.1	4.9	4.3	4.3	4.1
Student support	3.5	3.4	3.1	3.6	3.6	7.3	5.2
Instruction support	2.3	3.0	2.4	3.2	2.5	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.7	15.9	15.8	17.4
Average teacher salary	$37,620	$37,331	$37,959	$43,833
Average years' experience	8.7	9.7	8.7	8.1

Classroom dollar ranking: 74 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher and counselor earned an additional $4,947 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- More than half of students met or exceeded the 50th-percentile on standardized tests in language, math, and reading.
- The student attendance rate was 95 percent.
- 94 percent of parents surveyed gave the District "A" or "B" ratings.

Menu

- Monies were used solely to increase eligible employee compensation.

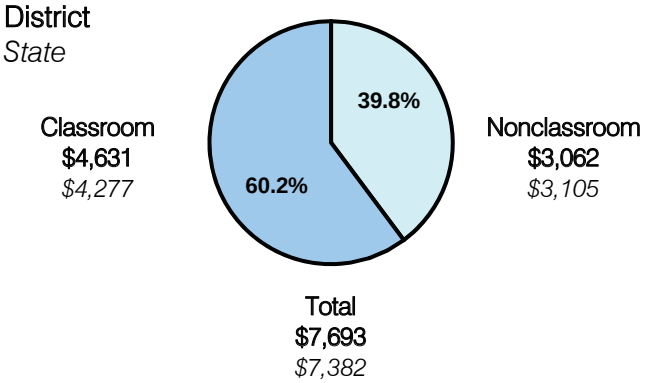
Willcox Unified School District

Cochise County

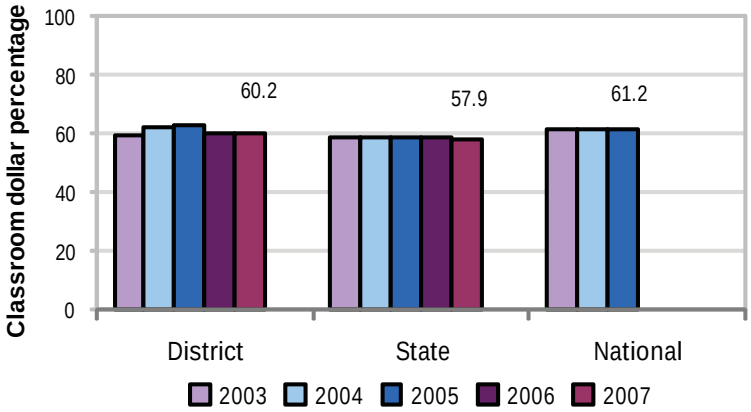
District size:	Medium
Students attending:	1,308
Number of schools:	3
Number of certified teachers:	88

Classroom Dollars

Fiscal year 2007 averages per pupil



5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	59.0	62.1	62.8	59.9	60.2	57.9	61.2
Nonclassroom dollars:							
Administration	14.7	9.0	8.2	8.8	9.4	9.5	11.0
Plant operations	10.7	11.5	11.7	12.0	11.7	11.3	9.6
Food service	4.9	5.5	5.1	5.2	5.2	4.7	3.9
Transportation	4.0	4.3	4.5	4.7	4.7	4.3	4.1
Student support	4.2	4.8	5.2	7.1	6.4	7.3	5.2
Instruction support	2.4	2.8	2.4	2.2	2.4	4.8	4.8
Other	0.1		0.1	0.1		0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	15.1	14.5	14.9	17.4
Average teacher salary	$37,280	$40,118	$42,239	$43,833
Average years' experience	7.8	8.3	9.0	8.1

Classroom dollar ranking: 38 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher, counselor, and librarian earned between $3,118 and $3,963 in additional salary, and each mentor, trainer, coach, and grade-level/department chair earned $1,617 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Student achievement goals were based on AIMS test scores.
- Teachers aligned lesson plans with state standards, developed a program to bring community members into the classroom for reading, and provided additional assistance to students as needed.

Menu

- Monies were used to increase eligible employee compensation and to pay mentors, trainers, and coaches to work with instructional staff in support of curriculum delivery.
- Monies were also used to pay a teacher for an alternative classroom as dropout prevention.
- A portion of 1 teacher's salary was paid to help reduce class sizes.

Williams Unified School District

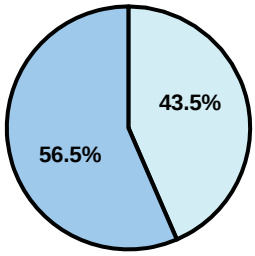
Coconino County

District size:	Medium
Students attending:	735
Number of schools:	2
Number of certified teachers:	48

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

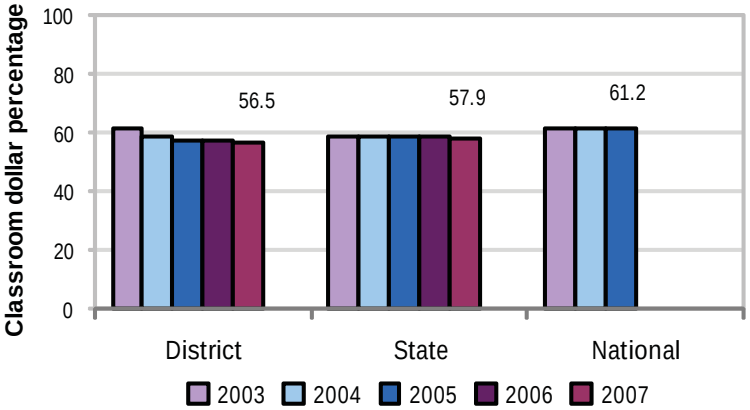


Classroom
$4,951
$4,277

Nonclassroom
$3,810
$3,105

Total
$8,761
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	61.7	58.5	56.9	57.5	56.5	57.9	61.2
Nonclassroom dollars:							
Administration	11.0	12.5	14.5	14.6	15.0	9.5	11.0
Plant operations	10.8	12.2	12.3	12.6	12.2	11.3	9.6
Food service	2.7	3.0	3.2	3.5	3.1	4.7	3.9
Transportation	4.2	4.1	4.6	5.2	5.5	4.3	4.1
Student support	6.2	8.1	6.9	5.5	6.8	7.3	5.2
Instruction support	3.4	1.6	1.6	1.1	0.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.8	14.4	15.3	17.4
Average teacher salary	$37,224	$36,731	$38,734	$43,833
Average years' experience	9.4	9.1	8.3	8.1

Classroom dollar ranking: 88 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher earned an additional $6,278 in salary, and each counselor earned an additional $3,399.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Teachers participated in professional development activities and curriculum mapping.

Menu

- Monies were used solely to increase eligible employee compensation.

Wilson Elementary School District

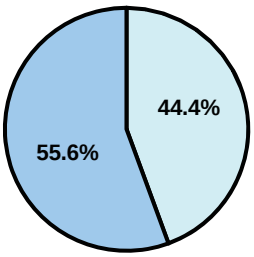
Maricopa County

District size:	Medium
Students attending:	1,228
Number of schools:	2
Number of certified teachers:	78

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

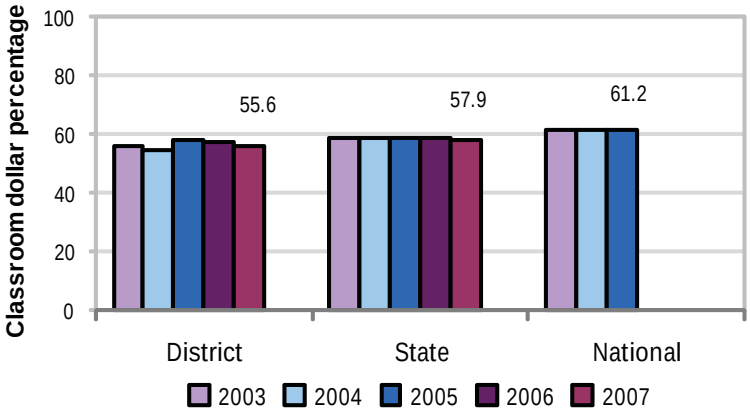


Classroom
$5,544
$4,277

Nonclassroom
$4,424
$3,105

Total
$9,968
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.9	54.6	58.0	57.3	55.6	57.9	61.2
Nonclassroom dollars:							
Administration	16.0	13.3	12.6	11.7	11.7	9.5	11.0
Plant operations	12.4	14.9	12.1	12.2	13.4	11.3	9.6
Food service	6.3	7.1	6.5	6.1	6.6	4.7	3.9
Transportation	2.1	2.1	1.7	1.7	2.0	4.3	4.1
Student support	4.0	5.2	5.9	6.2	6.4	7.3	5.2
Instruction support	3.3	2.8	3.2	4.8	4.3	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	18.2	16.7	15.8	17.4
Average teacher salary	$47,642	$51,006	$55,534	$43,833
Average years' experience	9.4	9.1	9.4	8.1

Classroom dollar ranking: 101 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between $5,769 and $6,039 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Students in kindergarten through grade 3 scored 70 percent or better on chapter assessments in math and reading.
- Students in grades 4 through 8 increased AIMS test scores over prior years in math and reading.
- Student attendance was at least 95 percent at the 100th day of school.
- At least 85 percent of parents attended parent/teacher conferences.

Menu

- Monies were used solely to increase eligible employee compensation.

Window Rock Unified School District

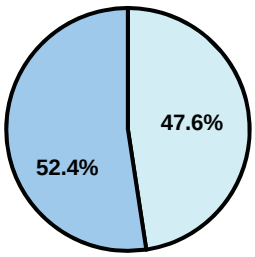
Apache County

District size:	Medium
Students attending:	2,587
Number of schools:	7
Number of certified teachers:	176

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

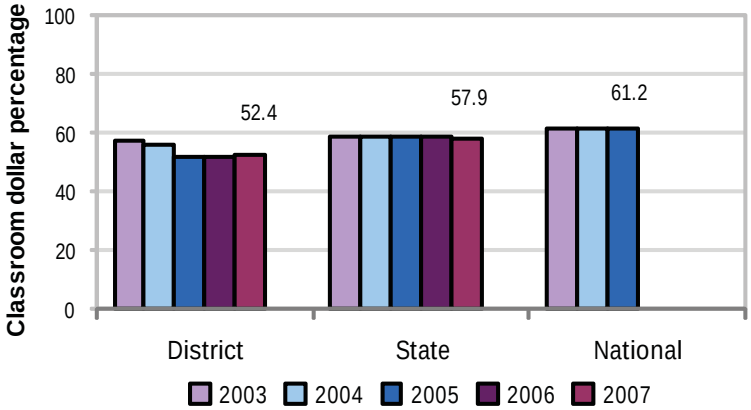


Classroom
$5,433
$4,277

Nonclassroom
$4,932
$3,105

Total
$10,365
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	57.5	56.1	52.0	52.0	52.4	57.9	61.2
Nonclassroom dollars:							
Administration	12.8	11.5	11.6	13.4	12.5	9.5	11.0
Plant operations	12.7	13.5	13.2	14.3	14.1	11.3	9.6
Food service	3.7	4.1	4.4	3.8	3.4	4.7	3.9
Transportation	4.2	4.2	4.4	4.4	4.1	4.3	4.1
Student support	4.6	6.1	7.6	5.7	7.0	7.3	5.2
Instruction support	4.4	4.5	6.8	6.4	6.5	4.8	4.8
Other	0.1					0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	14.7	13.9	14.7	17.4
Average teacher salary	$42,045	$44,185	$44,387	$43,833
Average years' experience	9.8	9.5	10.0	8.1

Classroom dollar ranking: 156 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher, librarian, and counselor earned an additional $5,403 in salary.

Performance

- The District accomplished its goal, which was based on district performance.
- The District achieved Adequate Yearly Progress objectives.

Menu

- Monies were used solely to increase eligible employee compensation.

Winslow Unified School District

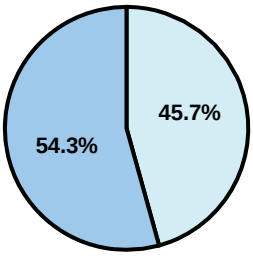
Navajo County

District size:	Medium
Students attending:	2,317
Number of schools:	5
Number of certified teachers:	131

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

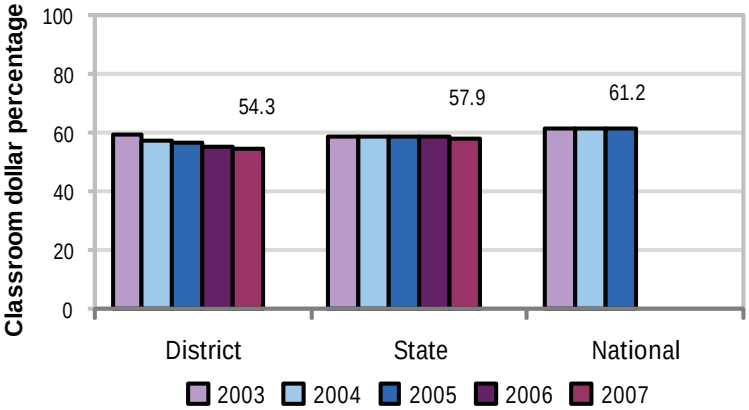


Classroom
$3,932
$4,277

Nonclassroom
$3,313
$3,105

Total
$7,245
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	59.0	57.3	56.8	55.5	54.3	57.9	61.2
Nonclassroom dollars:							
Administration	10.5	9.3	9.6	9.7	10.5	9.5	11.0
Plant operations	10.7	13.4	13.0	13.8	14.7	11.3	9.6
Food service	3.4	3.0	3.0	3.5	3.5	4.7	3.9
Transportation	2.8	2.8	2.9	3.2	3.5	4.3	4.1
Student support	5.2	5.0	4.3	3.8	3.9	7.3	5.2
Instruction support	8.4	9.2	10.4	10.5	9.6	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	18.3	18.0	17.7	17.4
Average teacher salary	$39,201	$44,161	$44,965	$43,833
Average years' experience	8.6	8.9	8.9	8.1

Classroom dollar ranking: 130 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher Pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional $7,215 in salary, and each instructional aide earned an additional $500.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Student reading achievement increased based on pre- and post-test scores of district assessments.
- Teachers continued to implement the use of Galileo assessments to measure growth in writing and math.
- Teachers demonstrated teaching reading, math, writing, and science lessons that were aligned to state standards.
- Another goal was linked to teacher development.

Menu

- Monies were used solely to increase eligible employee compensation.

Yarnell Elementary School District

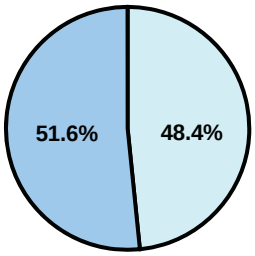
Yavapai County

District size: Very Small
Students attending: 57
Number of schools: 1
Number of certified teachers: 5

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

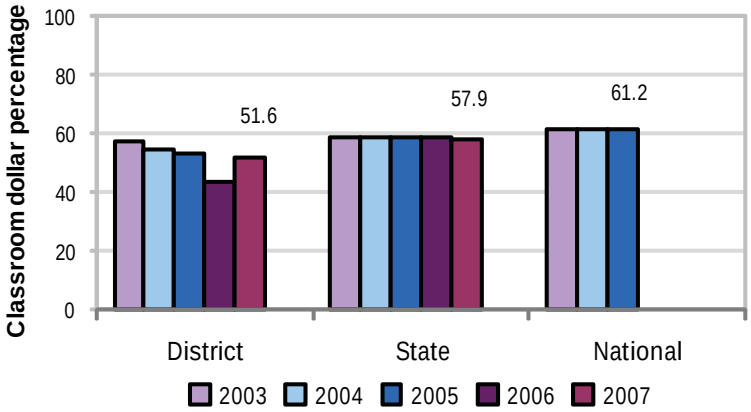


Classroom
$6,925
$4,277

Nonclassroom
$6,504
$3,105

Total
$13,429
$7,382

5-year comparison



Comparative Information

	District 2005	District 2006	District 2007	State 2007
Student/teacher ratio	8.2	9.0	10.8	17.4
Average teacher salary	$33,400	$26,975	$38,259	$43,833
Average years' experience	6.3	6.3	6.9	8.1

Classroom dollar ranking: 164 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $1,996 in salary, which includes base and performance monies from fiscal year 2006.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student achievement goals were based on standardized test scores.
- Other goals were linked to parent involvement, teacher attendance, and professional development.

Menu

- Monies were used to hire an instructional aide for AIMS intervention.

Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	57.1	54.2	53.2	43.7	51.6	57.9	61.2
Nonclassroom dollars:							
Administration	21.7	22.5	19.4	23.6	15.8	9.5	11.0
Plant operations	5.1	6.3	9.2	11.8	10.8	11.3	9.6
Food service	6.6	7.2	8.8	8.8	10.1	4.7	3.9
Transportation	5.5	5.8	5.1	6.1	4.9	4.3	4.1
Student support	3.7	3.7	3.8	5.3	6.2	7.3	5.2
Instruction support	0.3	0.3	0.5	0.7	0.6	4.8	4.8
Other						0.2	0.2

Yavapai Accommodation School District

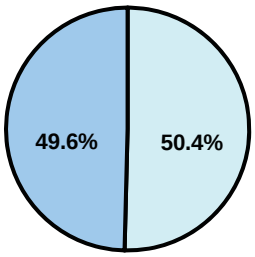
Yavapai County

District size:	Very Small
Students attending:	72
Number of schools:	1
Number of certified teachers:	4

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

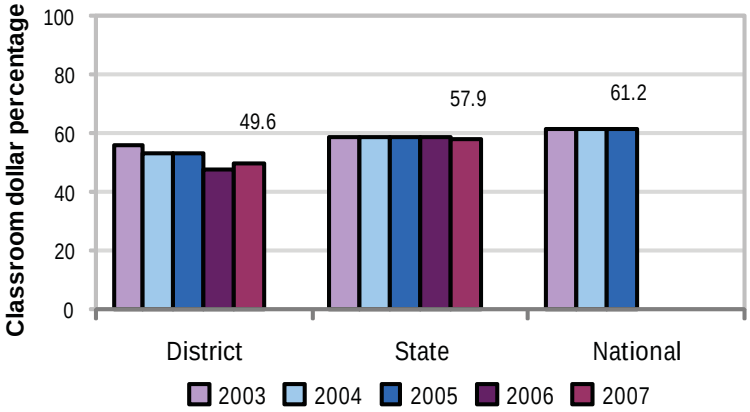


Classroom
$4,302
$4,277

Nonclassroom
$4,367
$3,105

Total
$8,669
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.9	53.3	53.1	47.7	49.6	57.9	61.2
Nonclassroom dollars:							
Administration	32.1	37.7	30.3	33.6	28.5	9.5	11.0
Plant operations	3.4	3.0	4.6	4.9	4.8	11.3	9.6
Food service						4.7	3.9
Transportation	1.8	1.8	2.4	2.4	2.0	4.3	4.1
Student support	5.4	3.1	8.7	9.8	7.8	7.3	5.2
Instruction support	1.4	0.8	0.9	1.6	7.3	4.8	4.8
Other		0.3				0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	26.0	36.0	17.9	17.4
Average teacher salary	$48,187	$46,807	$36,340	$43,833
Average years' experience	4.0	7.0	6.3	8.1

Classroom dollar ranking: 180 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher and instructional aide earned an additional $2,178 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The school earned a "Performing" label from ADE for AZ LEARNS.
- Student attendance improved by 10 percent over the previous year.
- Teachers received satisfactory performance evaluations and participated in at least 1 professional development activity.
- Teachers were also absent less than 3 percent of the school year, and they mentored at least 25 percent of the students.
- Student attendance was improved and satisfactory survey responses were received from parents.

Menu

- Monies were used to pay for class registrations and travel costs for professional development activities.

Young Elementary School District

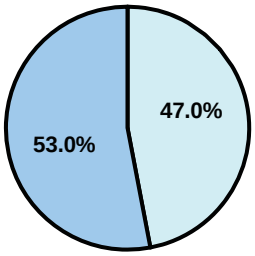
Gila County

District size: Very Small
Students attending: 61
Number of schools: 2
Number of certified teachers: 8

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

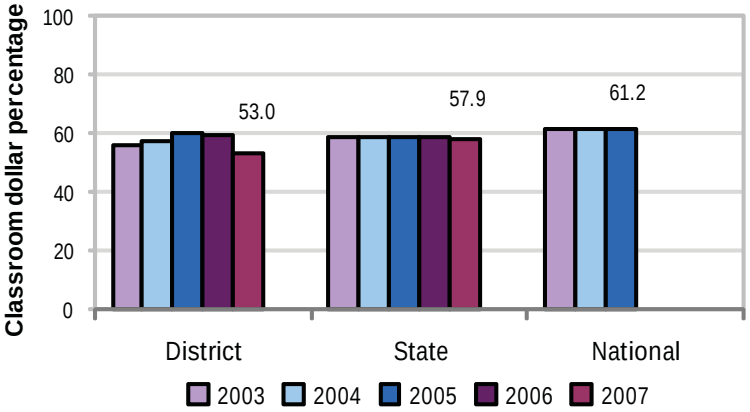


Classroom
$11,112
$4,277

Nonclassroom
$9,846
$3,105

Total
$20,958
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.1	56.9	60.2	59.0	53.0	57.9	61.2
Nonclassroom dollars:							
Administration	17.0	19.7	19.2	19.2	23.4	9.5	11.0
Plant operations	16.5	12.8	12.8	15.2	12.7	11.3	9.6
Food service	4.8	4.9	3.5	3.5	3.7	4.7	3.9
Transportation					3.1	4.3	4.1
Student support	1.4	1.5	1.1	0.9	2.4	7.3	5.2
Instruction support	4.2	4.2	3.1	2.1	1.6	4.8	4.8
Other			0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	5.9	7.0	8.2	17.4
Average teacher salary	$38,391	$44,591	$41,925	$43,833
Average years' experience	9.5	9.9	9.6	8.1

Classroom dollar ranking: 151 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $2,965 in salary. An instructional aide, a librarian, and 6 classified staff earned an average of $805 each from menu monies.

Performance

- The District accomplished its goals, which were based on district performance.
- Teachers worked together to research and implement student achievement methods and performance measures.
- Communication with parents was increased, and parental involvement was encouraged and tracked.
- Teachers participated in professional development activities and implemented anti-bullying procedures.

Menu

- Eligible employees and approximately 6 classified staff were compensated for providing before- and after-school tutoring and meeting or providing support to the District's academic goals.

Yucca Elementary School District

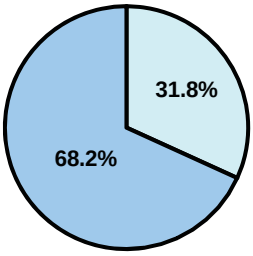
Mohave County

District size:	Very Small
Students attending:	34
Number of schools:	1
Number of certified teachers:	3

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

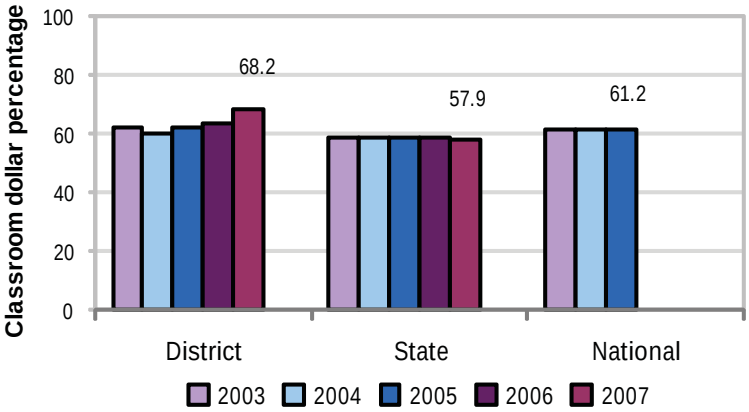


Classroom
$6,498
$4,277

Nonclassroom
$3,029
$3,105

Total
$9,527
$7,382

5-year comparison



Expenditures by function

	Percentage District 2003	2004	2005	2006	2007	State 2007	National 2005
Classroom dollars	62.4	60.0	62.1	63.4	68.2	57.9	61.2
Nonclassroom dollars:							
Administration	21.6	20.9	18.9	19.2	17.6	9.5	11.0
Plant operations	7.9	9.3	8.6	8.3	7.2	11.3	9.6
Food service	5.8	5.3	5.9	5.4	4.7	4.7	3.9
Transportation		0.1	0.6	0.5		4.3	4.1
Student support	2.3	3.9	2.2	1.8	1.4	7.3	5.2
Instruction support		0.5	1.7	1.4	0.9	4.8	4.8
Other						0.2	0.2

Comparative Information

	District 2005	2006	2007	State 2007
Student/teacher ratio	10.6	9.5	11.5	17.4
Average teacher salary	$38,102	$37,145	$38,263	$43,833
Average years' experience	6.0	5.7	6.7	8.1

Classroom dollar ranking: 5 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $3,475 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Students demonstrated Adequate Yearly Progress in reading and writing.
- Student and teacher attendance rates of greater than 90 percent were maintained.
- Teachers maintained "highly qualified" status by attending professional development activities.
- The graduation rate was 100 percent.
- Teachers provided before- and after-school tutoring and continued to develop activities to involve parents.
- Other goals were linked to parent-student satisfaction and teacher evaluations.

Menu

- Monies were used to increase teacher compensation.
- Monies were also used to pay 2 instructional aides to help reduce reading and math class sizes.

Yuma Elementary School District

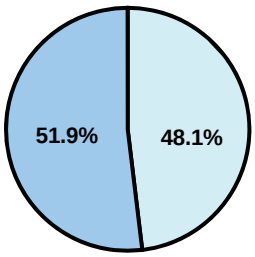
Yuma County

District size:	Large
Students attending:	10,083
Number of schools:	19
Number of certified teachers:	548

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State

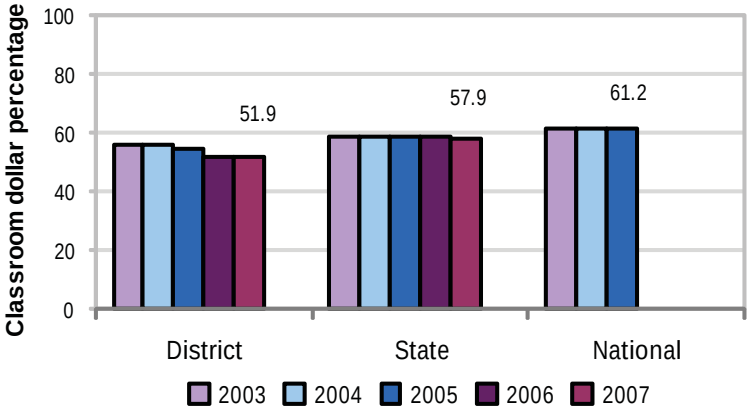


Classroom
$3,693
$4,277

Nonclassroom
$3,428
$3,105

Total
$7,121
$7,382

5-year comparison



Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	56.2	56.0	54.5	51.7	51.9	57.9	61.2
Nonclassroom dollars:							
Administration	9.8	10.5	10.0	10.2	9.7	9.5	11.0
Plant operations	10.5	9.9	10.1	9.7	10.9	11.3	9.6
Food service	6.8	6.6	6.3	6.3	6.4	4.7	3.9
Transportation	4.9	5.0	4.8	5.3	5.6	4.3	4.1
Student support	8.5	8.9	8.1	8.4	8.5	7.3	5.2
Instruction support	3.3	3.1	6.2	8.4	7.0	4.8	4.8
Other						0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	17.1	17.9	18.4	17.4
Average teacher salary	$37,111	$40,171	$43,565	$43,833
Average years' experience	8.3	8.4	8.4	8.1

Classroom dollar ranking: 161 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher earned an additional $5,289 in salary, and each librarian and counselor earned between $4,654 and $4,967.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Teachers earned monies for meeting at least 1 of 6 student achievement goals, which included teachers maximizing instruction time and improvements in test scores and student attendance rates.
- Other goals called for teachers to attend 15 hours of professional development activities related to literacy assessments, instruction, and intervention, and to participate in school collaboration activities, assessment planning, and interventions.

Menu

- Monies continued to be used to increase eligible employee compensation and employ 8 teachers to reduce class sizes.

Yuma Union High School District

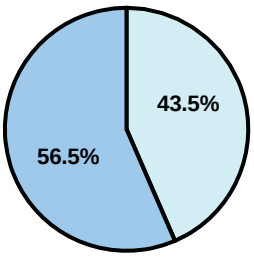
Yuma County

District size:	Large
Students attending:	10,326
Number of schools:	5
Number of certified teachers:	477

Classroom Dollars

Fiscal year 2007 averages per pupil

District
State



Classroom
$3,710
$4,277

Nonclassroom
$2,861
$3,105

Total
$6,571
$7,382

5-year comparison

Expenditures by function

	Percentage						
	District					State	National
	2003	2004	2005	2006	2007	2007	2005
Classroom dollars	55.1	53.5	54.6	53.5	56.5	57.9	61.2
Nonclassroom dollars:							
Administration	11.5	10.9	10.5	7.9	7.8	9.5	11.0
Plant operations	12.5	12.4	11.2	12.6	11.7	11.3	9.6
Food service	5.6	5.6	6.0	5.6	5.6	4.7	3.9
Transportation	5.5	7.7	6.4	7.9	6.5	4.3	4.1
Student support	6.8	6.4	7.9	8.9	8.3	7.3	5.2
Instruction support	2.7	3.2	3.1	3.3	3.4	4.8	4.8
Other	0.3	0.3	0.3	0.3	0.2	0.2	0.2

Comparative Information

	District			State
	2005	2006	2007	2007
Student/teacher ratio	21.4	21.0	21.7	17.4
Average teacher salary	$38,950	$41,238	$41,912	$43,833
Average years' experience	8.6	8.6	8.6	8.1

Classroom dollar ranking: 89 of 229 districts.

Proposition 301

District-reported 2007 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional $4,600 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Student attendance was above 96 percent.
- The graduation rate was maintained at greater than 80 percent.
- 90 percent of certificated staff completed 15 hours of professional development training or earned at least 1 college credit.
- One goal was not met because the dropout rate rose above 6 percent.

Menu

- Monies continue to be used primarily to increase eligible employee compensation.
- To reduce class sizes, 15 teachers were hired in core academic areas.
- Monies also paid for tutoring and after-school remediation programs to increase AIMS scores.
- Dropout prevention coordinators were hired to work with at-risk students.